



integrity
and values

Talent +

Empowering leaders to recruit and grow talent

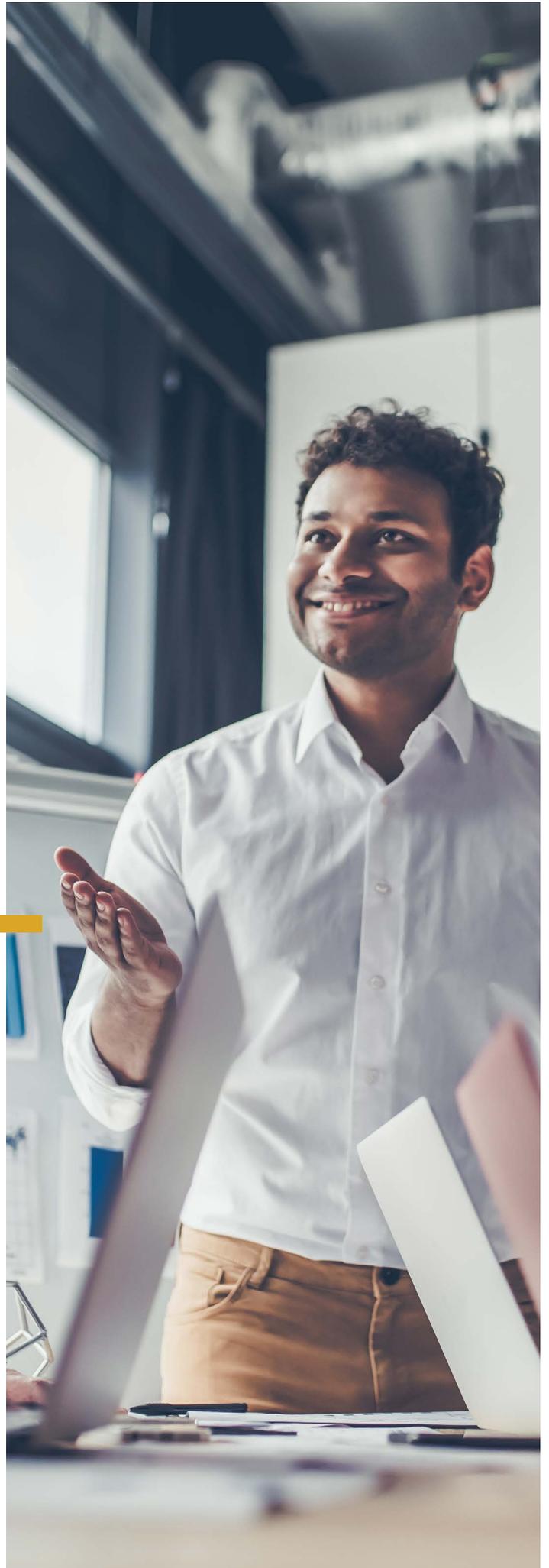
Empowering leaders in your business to recruit and grow talent

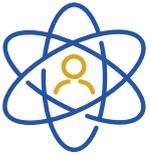
There is nothing more powerful than a team that has a clear understanding of the business strategy and is committed to the Vision and Values of the business.

The Talent Plus subscription was created to support the ongoing growth and development of your people, giving you unlimited access to our online lessons, Integrity and Values Psychometric Profile and Fun Test. The profile is a good recruitment tool, ensuring you are hiring people who match your culture.

“Removing your inherent bias to decision making when recruiting and developing the talent you have.”

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Integrity and Values Profile

The Integrity and Values Profile is a scientifically validated performance assessment tool for ascertaining specific behavioural development requirements. It facilitates in recruiting excellent people who can contribute to a positive culture. In addition, the profile is an invaluable tool for coaching and in succession planning or mentoring.

Identifying the constraints of each person is the first step in closing the gap between current behaviour and performance and what is achievable.



Profile Debrief Accreditation

The outcome of this training program is to be able to confidently debrief the Integrity and Values profile in a way that leaves your people motivated to grow and develop themselves. Your role is to create a 'safe enough place' for them to hear the feedback and want to take action. These powerful conversations give people a pathway forward encouraging them to realise their potential.

You will also learn which lessons you could use from the Effective Communication Course that will support them through this process.



Profile Interpretation Accreditation

You will learn to interpret the data on individual traits, as measured in the profile, and what behaviour will accompany each score. In addition, you will learn to interpret the inter-relationship across the profile scores. You will know that certain combinations give you a particular set of behaviours and you learn to recognise this when you see a profile.

You will develop an ability to predict an individual's likely performance and make predictive statements about the persons capacity to fulfil a role as well as their cultural fit in the business. [Note – this is a pre-requisite for the Profile Debrief Accreditation].



Fun Test - The 7 Questions to Monitor Individual Engagement

As a Leader it is futile asking people why they are leaving when they are walking out the door – it is far more advantageous to know early when they are disengaged. The fun test is a simple tool that monitors engagement levels at any point in time. Completing this a minimum of 3 times a year keeps you aware of your internal culture.

When these 7 requirements are met, work will occur as a form of play. When they are not met, this allows you to open a conversation about the actions that can be taken for re-engagement. This saves time, money and loss of productivity.



Effective Communication Course

This course is about developing the skills and behaviours that are essential for effective communication, driving a healthy culture and maintaining growth in your business.

As each member of your team completes these lessons they will develop and practice new skills and behaviours, that are essential for effective communication.

Successful teams have a common language that underpins how they behave and operate inside the business. When a team learns to work together and communicate well, breakdowns are minimised, action is optimised, and truly unstoppable teams are born.

To support in the use of the ECC lessons we are offering 2 complimentary seats to our 'Robust Conversations Online' public program for accredited staff.



Leadership Library

The Leadership Library gives you access to a plethora of practical tools to support CEOs, Managers and those aspiring to lead. This Library toolbox includes webinars and recorded presentations on relevant topics, giving you knowledge and insight into the practises of great leaders.

In addition, we have cherrypicked some of our most powerful lessons from our 'Leadership In Action' program to further support every leader's growth and development.

We are constantly examining current practices in leadership and revising our library.

SUBSCRIPTION PACKAGES

This subscription allows you to unlock the power of the Integrity and Values platform to effectively manage and develop your people, also supporting you to make good recruitment decisions based on reliable and validated data. Access to the Effective Communication Course ensures consistent language across the entire business. Imagine above the line language as the norm in your business.

Package	Alpha <50 employees	Beta <100 employees	Gamma <200 employees	Delta 200+ employees
Integrity and Values Profiles	unlimited	unlimited	unlimited	unlimited
Profile Interpretation Accreditation	Maintain 2 accredited people	Maintain 2 accredited people	Maintain 3 accredited people	Maintain 3+ accredited people
Profile Debrief Accreditation	Maintain 2 accredited people	Maintain 2 accredited people	Maintain 3 accredited people	Maintain 3+ accredited people
Effective Communication Course	unlimited	unlimited	unlimited	unlimited
Fun Test	unlimited	unlimited	unlimited	unlimited
Profile Feedback and Values Session for new executives	✓	✓	✓	✓
Integrity and Values Leadership Library	✓	✓	✓	✓
Custom email templates	✓	✓	✓	✓
Branded Profile PDF's	✓	✓	✓	✓
COSTING (ex-GST)	\$1,199 p/m	\$1,999 p/m	\$2,999 p/m	