



# Talent Optimization

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## Overview

The Talent Optimization Practice at Peak Performance Group specializes in the development of individual and organizational capacity for learning and building competence. It is this underlying capacity which enables individuals to continually adapt to change and to effectively steer the course of their life's purpose and work. For leaders and their organizations, this capacity ensures resilience and a talent pipeline of individuals who will continually create the right strategy and turn it into success for their enterprise.

The work of talent optimization is also supported by the other practices at PPG. The Corporate Education Practice provides courses and curriculum to address gaps identified in succession planning or talent strategy analysis. Business needs addressed by the Organizational Leadership practice may be uncovered in executive coaching or HR consulting. Peak Performance Group offers the right solution for unique requirements with the capability to integrate when appropriate.

## Executive Coaching

The partnership between executive and coach starts with trust and the mutual intention to expand the competence and effectiveness of the client within the business and organizational context. As the coach, we bring capabilities, tools and models for assessing effectiveness and identifying areas for improvement, designing plans and facilitating learning and change. We bring a distinctive ability to identify root cause at the organizational as well as individual level. This helps the executive discern when to focus on individual leadership development and when there is an organizational issue requiring a structural approach. The client brings an inquisitive attitude for increased self-awareness and growth. Together we develop clear demonstrable outcomes for the coaching experience and work with a plan through which the client achieves those goals.



Executive Coaching is particularly effective at times of transition, including promotion, start up with a new company or role and strategic or organizational change. PPG offers:

- **Coaching for Successful Integration:** For newly hired executives, often started during executive search
- **Coaching for Expanded Responsibilities:** Frequently a part of succession planning
- **Coaching for Career Change:** Often within the same company
- **Coaching for High Potentials:** In preparation for future opportunities
- **Coaching for Increased Effectiveness:** Particularly at times of change for the business or individual

## **Talent Assessment**

Effective assessment of talent is critical for organizations in recruiting, selecting, developing and promoting the right people to drive the short term and long term success of the enterprise. PPG's full suite of instruments and tools for self-evaluation, multi-rater feedback and interpretation of results by a qualified coach or consultant are the foundation of the following offerings:

- **Executive Assessment and Selection for Success:** To ensure that the leaders chosen are best suited for the organization and will be successful in meeting long term strategic-goals
- **Leadership Competency Assessment:** Across all levels of the organization
- **Human Asset Assessment:** For critical competencies required for business success



## **Succession Planning and Development**

Organizational resilience and long term success is greatly enhanced by a strategic planning process which includes a review of existing and future leadership needs. At PPG we work with clients to develop and implement a succession planning process aligned with each client's business strategy and built for action. Key elements of our approach include:

- Leadership requirements aligned with business strategy, structure and culture
- The right balance of disciplined process with dialogue and insight
- Clear accountability for plans, decisions and actions
- Individualized Development Plans to support learning outcomes

## **HR Consulting and Education**

At Peak Performance Group, we recognize the increasingly strategic role of the Human Resource professional in the successful enterprise of the future as well as the impact HR has on operational excellence of the enterprise today. We often partner with HR leaders across all of our practices. HR is the business function which owns the creation of individual and organizational capacity for learning and building competence.

The Talent Optimization practice offers education and consultation to HR in the following areas:

- HR Business Partner Role
- Organizational Assessment and Design
- Change Management
- Performance Improvement
- Harassment and Discrimination Investigation



## Human Resource Contracting Services

Often clients have episodic need for expert HR support based on business conditions such as:

- Start-up
- Acquisitions
- Rapid Growth
- Turn-over
- Key Projects

Peak Performance Group can help with part time and contract HR talent from generalists to senior HR leaders. We offer a range of HR services including:

- Policy & Procedure
- Recruiting
- Compensation
- Employee Relations
- Learning & Development
- Human Capital Planning

## Talent Strategy Analysis and Development

In an environment of global competitiveness and rapid change leaders from business, non-profit and government organizations increasingly recognize that tapping the full potential of the people in their enterprise is critical to achieving the mission. Yet few leaders have experience in building a human capital dimension into their business strategy. At PPG we have business and HR leaders who have done this work and methodologies to support enterprises from start up to maturity to ensure the selection, development, motivation and retention of talent required for success today and in the future.

The Talent Optimization Practice brings expertise to Human Resource leaders and executive teams in the development and implementation of talent strategy as an integral element of the overall business strategy.