

PREDICTIVE INDEX®

HELPS YOU TO REALIZE THE FULL
POTENTIAL OF YOUR PEOPLE

Predictive Index helps you address your most business critical opportunities in four Focus Areas: Talent Acquisition, Talent Development, Change Management, and Growth Strategy. As a leader in behavior and workforce analytics, we have over **60 years experience** and **scientific methodology** to help you find, keep, and grow the people that will help solve your most pressing business challenges.

Talent Acquisition



find and hire
the right people

- ▶ Job Definition Creation
- ▶ Job Fit/Gap Analysis
- ▶ Selection and Hiring
- ▶ Onboarding

Talent Development



build teams
and develop
leaders

- ▶ Coaching
- ▶ Leadership Development
- ▶ Succession Planning
- ▶ Team Building

Change Management



build trust
and manage
transitions

- ▶ Culture Shift
- ▶ Conflict Resolution
- ▶ Strategic Workforce Planning
- ▶ Communication and Retention

Growth Strategy



improve
productivity and
drive revenue

- ▶ Sales Performance and Coaching
- ▶ Benchmarking and Diagnosis
- ▶ Influence and Productivity
- ▶ Leadership for Rapid Growth

TALENT ACQUISITION

There are significant financial consequences of making a poor hire, including recruiting costs, lost productivity, poor performance, and low morale. No organization can afford to make a bad hire or lose that hire before their potential is realized. **The Predictive Index® system** takes the guesswork out of the selection process by defining the behavioral requirements of the job and identifying the natural behavioral drives of the candidate. This allows for a fit/gap analysis between the job profile and the personality profile of the candidate. It also gives key insights into the candidate's training and coaching needs to support the onboarding process

TALENT DEVELOPMENT

For organizations to be successful in today's competitive environment, they must have the very best people leading and motivating employees at all levels of the organization. PI Worldwide uses established science to provide insight into your leaders' natural behaviors and styles, how they engage with others, and their role in team leadership dynamics. Our **Behavior Suite and Skill Suite** offerings provide the insight to groom your high-potential talent and help you engage and retain those employees who will contribute to your company's long-term success.

CHANGE MANAGEMENT

Change is about people and their behavior. Change Management

is about understanding both. Organizations that understand how to communicate and implement change in step with the behavioral needs of their employees are poised for success. In order to do that, organizations around the world are turning to behavioral science and assessments to uncover those employee insights to anticipate and react to employee behaviors. We also help you build better skills for these situations with the **Influencing Skills system** from our Skill Suite. This foundation empowers you to:

- Objectively evaluate an employee's readiness for change.
- Anticipate how individuals and teams will respond to the change.
- Identify the most appropriate ways to engage employees and teams in the change process.
- Communicate the purpose and benefits of the change in a way that resonates with all stakeholders.

GROWTH STRATEGY

Having the right people on board is fundamental for strategic business growth, and no growth strategy can be complete without identifying the talent requirements necessary to meet the organization's future goals. You need to have a clear map of the existing talent in your organization and your future workforce requirements. The **Predictive Index system** can help you plan for tomorrow by providing an objective look at the behavioral drives, capacities, and motivations of the sales professionals and managers you have today.

A LEADER IN HUMAN CAPITAL ANALYTICS

WHAT'S MORE ABOUT PI?

- **Scientific rigor. 500 validity studies** were conducted to make sure that PI System is free of bias, valid and reliable
- **Cost-effective.** In our Behavior Suite, pricing is based on a simple annual subscription, making it **extremely flexible and highly cost-effective.** You enjoy **unlimited use** of the assessment, regardless of the number of candidates or employees, without the complexity of cost-per-click models.
- **Simplicity:** All assessments are easy to complete and take approximately 10 minutes. Results are presented in a visual format (though written reports are available, as well), enabling you to interpret results immediately.
- **Methodology.** A proven approach that **integrates data, knowledge, expertise, and technology**, creating **subject matter experts within your organization**, delivering insights and tools that you can actually use to make a difference.
- **Applicability.** All our solutions add value **regardless of industry or company size**, and our behavior solution gives you and your management teams **the POWER – and the KNOWLEDGE – to better motivate, lead, and utilize your people to the best of their abilities. ONE solution for most people management processes!**
- **Expertise.** To ensure the highest levels of success, you are assigned one or more dedicated consultants from among our PI Worldwide Member Firms in 147 countries worldwide.



PREDICTIVE INDEX® COMPANY

- Success story since 1955
- 147 Countries where PI is used
- Available in 72 Languages, including Braille
- Over 2,5 million Surveys Scored in 2014
- 80 of the Global Fortune companies are clients of PI®
- 27 of the Top 100 Companies to Work For use PI®
- 52,700 Trained PI Analysts
- more than 18.653 clients worldwide



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