PREDICTIVE INDEX (PI) TRAINING COURSES

LEARNING FORMAT: CLASSROOM (PUBLIC OR ONSITE. SOME VIRTUAL.)

Decode the human element within your organization and unlock the potential of everyone. Predictive Index software and Employers Group training maximizes hiring, onboarding, developing, engaging and retaining talent, identifying high potentials, increasing sales, succession planning, and much more.

PI training is modular. Below are the courses along with the total duration of each.

- What Drives People (4 hours)
- Managing People to Perform (8 hours)
- Becoming a PI Practitioner (16 hours)
- Attracting and Selecting Top Performers (8 hours)

DO YOU FACE ANY OF THESE ISSUES?
- Is the workplace behavior of some co-workers confusing and causing communication and teambuilding issues?
- Are sales slumping or not meeting revenue projections or expectations?
- Are some employees performing to expectation and others floundering?
- Are all new hires meeting performance expectations or are some falling short?
- Does it take some teams or departments longer to meet expectations and become cohesive?
- Do some leaders never delegate and others delegate everything?
- Are there engagement gaps for some employees, but not others?
- Do you have some employees that are "stressed" all the time and others that are never stressed?
- Are you fearful that high performing employees may leave?
- Do some new hires meet all performance expectations quickly and others do not?
- Have you hired individuals for what they know and terminate them because of who they are?
- Is your onboarding process completely tailored to the individual or is it the same for everyone?

Gain a deeper understanding to all of the these issues through Predictive Index and Employers Group coursework.

MODULE OVERVIEW

What Drives People: This is the introductory course to PI and is recommended for every employee within your organization. It is also the first session in the manager and practitioner training. Give employees the tools and insights they need to develop increased self-awareness and a thorough understanding of what motivates their day-to-day behaviors. They will also better understand their co-workers and celebrate differences and appreciate the drives involved in a number of critical workplace behaviors.

Managing People to Perform: This course is designed for managers and PI Practitioners. It is session 2 (afternoon session) of the one-day (2 module) manager training and is session 2 of the 3-part practitioner training. Give leaders the tools they need to understand their day-to-day behavior and those who report to them. Secure a grasp on individual management and communication style so that you can identify the best ways to communicate with others, including direct reports. This session features a management scorecard and a detailed action plan to enhance workplace communication and productivity. Participants will gain scientific insights into how each team member: communicates, delegates, problem solves, makes decisions, responds to pressure, adapts to change, takes action / ownership, listens / influences, and takes risk.

Becoming a PI Practitioner: This day-long course is the final course to become a PI Practitioner. It is recommended for executives or managers who are responsible for business strategy, planning, and success along with HR professionals will serve as the PI expert and advisor within their organization. This session will specifically teach individuals to leverage a Require, Hire, Inspire™ framework that takes into account your business plans to achieve business results. Accurately define the true requirements of specific roles, hire top performers who naturally have what it takes to deliver on your business plan, and keep them engaged and inspired through the use of PI across the entire employee life cycle.

Attracting and Selecting Top Performers: This module has been specifically designed for talent acquisition specialists, recruiters, and hiring managers responsible for attracting, interviewing, hiring, and onboarding candidates. Individuals taking this course must take "What Drives People" as an introduction (morning session) and this session follow (afternoon). Provide the insights and tools needed to decode candidate drives, understand their needs, and predict on-the-job performance. Participants will leverage the DASH Hiring Method ™ (Define, Attract, Select, Hire): Define the job tasks and define the ideal candidate; craft advertisements and plan interview conversations using descriptions that appeal to the ideal candidate; use behavioral assessments in the hiring process to minimize time-to-hire and maximize job fit; hire and onboard new employees with a customized onboarding strategy to make them feel comfortable and get up to speed quickly.

DETAILS
- **State-fundable:** Yes
- **Program length:** 4, 8, or 16 hours
- **Facilitator Certification:** Yes. Selected trainers only.
- **Optimal Group Size:** 10 to 15. 24 maximum.
- **Notes:** No course prep. Software access needed for some modules.