



talent.driven leadership
virtual coaching

A flexible, actionable program that builds talent.driven leadership capabilities in HR and business leaders.

What is talent.driven leadership and why does it matter?

The post-recession era is marked by slow economic growth, complexity, and rapid change requiring a fundamental shift in how to lead and sustain business success. Authenticity, agility, and advocacy merge into a new concept that we call talent.driven leadership. The paradox today's leaders must master is expanding their own learning agility to conceive of innovative growth strategies while authentically motivating their teams toward greater global collaboration and championing the [talent.experience](#). talent.driven leaders are the key ingredient to an organization's success. These leaders don't think of talent as a liability on their balance sheet, they know it's their greatest asset.

What is the difference between a virtual coaching group and one-on-one virtual coaching? How do I know what's right for me?

We offer two different ways to learn about the key principles of talent.driven leadership and bring the concept to life in your own organization. Virtual coaching groups serve as an introduction into the concept of talent.driven leadership and provide reflective thought starters, tools, and tactics. The group program is self-paced over a 5 week time period and guided by weekly assignments and peer discussion in our private LinkedIn coaching group. The target audience for this program is HR and Talent Management leaders.

Individual coaching is a more tailored way to learn and apply talent.driven leadership concepts. This program is targeted towards HR leaders as well as business leaders. The individual program includes exclusive email access to and monthly calls with our Founder, [Nicole Dessain](#). Nicole is a talent management thought leader with more than a decade of experience as an HR leader, management consulting executive, and entrepreneur.

You may choose to participate in a coaching group first and then add individual coaching sessions to hone your skills. Feel free to contact us at info@talentimperative.com if you need help determining which program is right for you.

What exactly is included in each of the coaching programs?

The virtual coaching group package includes:

- **Weekly lesson plan and assignment instructions** – Every Thursday, you will receive an email with the week's lesson plan and assignment instructions.
- **Worksheets and discussion material** – You will receive two assignments per week as well as additional material and instructions for peer discussion.
- **Private LinkedIn group access** – You will have access to our private LinkedIn coaching group to discuss your progress, ask questions and get advice from other group members.



- **Complimentary individual coaching session** – You will be able to schedule a complimentary 30 minute individual coaching session with our Founder Nicole Dessain during the last week of the program so she can guide you through your action planning.

The individual, virtual coaching package is geared towards HR and business leaders who want to improve their talent.driven leadership chops in a primarily 1on1 environment with our Founder, Nicole Dessain. This package includes on a monthly basis:

- **One 45 minute one-on-one skype/phone call** – During this call we go over your pain points as it relates to your talent.driven leadership journey. We will jointly design custom action plans for you to follow. At the end of the call you will have homework items to complete.
- **Weekly email check-ins** – Every Friday during our monthly work together you will receive an email check-in regarding your homework and any new issues, roadblocks, or other concerns you may be experiencing.
- **Private LinkedIn group access** – Access to our private LinkedIn coaching group to discuss your progress, ask questions and get advice from other group members.

What levels of leadership do you target with your coaching offerings?

The coaching programs apply to all levels of leadership. HR leaders include Senior HR Business Partners, HR Managers, VPs of HR, CHROs, Talent Management leaders, as well as Leadership Development and OD leaders.

Since the individual coaching can be tailored to an individual's needs we also work with various levels of business leaders. First time supervisors may want to learn and apply the fundamentals of talent.driven leadership while senior business leaders and CEOs may want to understand how they can champion talent.driven leadership throughout their entire organization.

Are your virtual coaching options limited to a certain geography?

The beauty of both, our individual and group virtual coaching, is that it can be completed from anywhere. We welcome coaching participants from around the world. Especially the virtual group discussions benefit from diverse perspectives and cross-border idea exchange.

Are there limits to the number of HR leaders that can participate in any given coaching group?

Our virtual coaching groups are designed in a way that we can run them with just a few or many participants. If there is only one person signed up we will discuss with that leader whether they would like to proceed with the session they signed up for, defer participation to the next quarter, or transfer to an individual coaching program.



What is the time commitment required to participate in a virtual coaching group?

Our virtual coaching group program lasts 5 weeks. Materials and assignments will be sent on a weekly basis. Tasks include reviewing of lesson plan and reading material as well as working on two assignments per week and discussing them in our private LinkedIn group. This is a self-paced program that is tailored to be completed within a reasonable time frame in addition to a person's work schedule. The actual weekly time commitment may vary based on the type of task and a participant's individual pace. As a general rule of thumb, we recommend for coaching group participants to try to set aside 30 minutes on a daily basis to work on their assignments.

What if I can't make it through my virtual coaching group assignments in one week?

It is recommended to complete the assignments within a given week. Each week's assignments build on the previous week and discussion in our LinkedIn group will be focused on that week's tasks. However, we understand that the realities of the work place may demand your focus and despite all efforts you may not make it through all assignments in a given week. That is the beauty of a self-paced program like ours – it is fairly easy to catch up on assignments at your own speed.

How does the virtual coaching group work logistically?

Once you've signed up on our web site at <http://talentimperative.com/shop/> you will receive a confirmation of your registration. We will also confirm the email address you would like to use to receive your weekly work packages. Upon indicated program start date you will receive an email every Thursday that includes your weekly lesson plan with worksheets to guide you through your assignments. You will also receive instructions on what to discuss with your peers in our private LinkedIn group.

How can I get the most out of my coaching experience?

Our clients have told us that they got the most of their coaching experience by taking time to reflect, fully engaging with the material and assignments as well as through peer discussion in our LinkedIn private coaching group.



Can you share feedback from previous coaching participants?

We are excited about the positive reception our coaching program has received and the impact it has had on individuals and organizations. This is some of the feedback that our clients have shared with us:

“I enjoyed the reading materials and the assignments – I am learning a lot and appreciating the reflection time. You’ve given me a greater perspective on leadership and I appreciate that.”

“You succeeded in consolidating the overwhelming amount of information about leadership out there and packaging it into a program that succinctly outlines what talent.driven leadership is about. The program provided me with tools to affect change inside my own organization.”

“What I liked most about the virtual coaching group was what I call ‘forced reflection’ – a structure and framework you provided that nudged me to think through talent challenges as they apply to my organization.”

“The most valuable takeaway from the talent.driven leadership coaching program was that it provided me with a framework that I can now execute on my own inside our organization.”

“The coaching program has provided me with a different perspective on familiar concepts. It is great to have it in my tool box that I can use when coaching leaders.”

“The talent.driven leadership coaching program does not require a lot of time investment and you get a lot of information that you can tailor to your own organization.”

“I am currently writing a report about the program for my CEO highlighting my own learning experience as well as my recommendations for the next steps in implementing talent.driven leadership inside our organization.”

“I highly recommend this program because it is well structured and results in concrete actions for HR leaders. It helps you identify your own talent challenges and your organization’s readiness for talent.driven leadership and it provides guidance for how to translate it into action.”

“I would recommend this program to other HR leaders because it encourages us to take a step back and reflect. The learnings from the program can be applied immediately.”



How often do you run the virtual coaching groups and by when do I need to register?

Currently, we conduct our virtual coaching groups once a quarter. The exact start date for an upcoming session is posted on our web site at <http://talentimperative.com/shop/>. You may register online at your convenience. We close registration at the end of the day before the posted start date.

How much do the coaching programs cost?

Our individual talent.driven coaching program costs \$499 per month. We don't tie you into a six or twelve months coaching contract – you only buy as many months as you need to support your talent.driven leadership journey.

The cost for our 5 week virtual group coaching program is \$699 per person. Please contact us at info@talentimperative.com if you are considering to have a group of HR leaders participate – we are happy to grant group rates or even design a group coaching experience exclusively for your company.

I am ready to sign up. What are the next steps?

Great! You can purchase both, the individual monthly coaching and the virtual group coaching packages directly from our online shop at <http://talentimperative.com/shop/>. Once you've completed the registration you will receive a welcome email with next step information within 24 hours.

What other services do you provide that can support me on my talent.driven leadership journey?

In addition to coaching we offer workshop and speaking services to teach the concept of talent.driven leadership to groups of HR or business leaders. You can find more information about our education services here: <http://talentimperative.com/services/educating/>.

We also offer virtual consulting sessions to coaching group clients and their CEO or senior business leader(s) to think through implementation of talent.driven leadership inside their organization. You can conveniently book a virtual consulting session through our online shop at <http://talentimperative.com/shop/>.

More questions?

Please contact us at info@talentimperative.com and we will get them answered for you.



About talent.imperative

Who we are

We are a next generation talent management consultancy that provides talent management advisory services guided by data insights, interdisciplinary leading practices, and years of experience in talent management.

What we do

We support our clients' ability to execute their strategic plan through sustainable talent management by providing HR and operational leaders with actionable consulting, insightful research, and execution-oriented coaching around their most pressing talent challenges.

Why we do it

We strive to create a sustainable talent management movement that drives bottom line organizational results AND solves global talent challenges. Our vision is based on the belief that in today's knowledge-based economy people are the most critical asset for organizations and societies across the world, yet most are struggling in this crucial area.

What we believe

1. **Consulting services should result in highly customized leading practices put to action.** We listen to our clients and constantly assess ways of how we can disrupt traditional consulting models for greater value creation.
2. **Inspiration comes from many different sciences.** We cannot apply old models and beliefs about talent management to the business challenges of the future. New insights can be gleaned from a diverse range of disciplines.
3. **Data is the common language in business.** We let data tell the story of your organizations' talent challenges – it's a language that's understood across functions, disciplines, and hierarchies.
4. ***talent.driven leaders are the key ingredient to an organization's success.*** These leaders don't think talent is a liability on their balance sheet, they know it's their greatest asset. We aspire to transform business leaders into ***talent.driven leaders***.
5. **It is a global phenomenon that record unemployment figures are, paradoxically, matched by record numbers of companies who cannot find the skills they need.** We can solve this and other talent challenges by bringing together the best minds from business, education, and government. We need to rally around solving talent challenges bigger than just our own. Next generation talent management can become a movement.

To learn more visit us at www.talentimperative.com.

