



Meritas Advisory Group, LLC
Business & Talent Strategists

The Talent Blueprint:

Three-steps to hire, retain,
and engage top talent

*Invest in your people
Invest your business*





The Talent Blueprint

OVERVIEW

Hiring, retaining, and engaging top talent is not easy. It's expensive and frustrating when you lose good people. Mis-hires waste time, and engagement suffers. The last thing busy leaders need is more burdens. This is why we created The Talent Blueprint. It's a three-step approach to avoid mishires, attract and engage top talent, and boost employee engagement.

Here's how it works:

A THREE-STEP APPROACH

1. **PI Software:** Reduce churn and save hours per week across HR, leaders, and managers with insights delivered through easy-to-use PI software
2. **The Predictive Index Workshops:** Lower costs with practical workshops that transfer knowledge to you to drive your goals and objectives long term
3. **Coaching, Consulting Support:** Get the support you need to achieve your objectives with professional coaching from a PI Certified partner



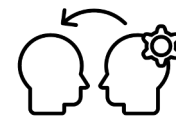
Easy-to-use PI Software

- At-a-glance insights
- All-in-one dashboard
- Management tools



The Predictive Index (PI) Workshops

- SHRM PDCS
- PI Certification
- Knowledge transfer



Consulting, Coaching

- Group coaching
- Manager sessions
- Data-driven coaching



PI Software



HIRE THE RIGHT TALENT WITH CONFIDENCE

- Avoid costly mis-hires and headaches
- Get tools to compliment your existing processes
- Boost your selection confidence, speed, and accuracy



BOOST SELF-AWARENESS ACROSS YOUR ORGANIZATION

- Reduce tension and lost productivity
- Provide all employees with a self-awareness boost
- Access tools to improve relationships and business results



SUPPORT YOUR MANAGERS EXACTLY WHEN THEY NEED IT

- Support busy managers with a manager tool (not a product tool)
- Enable employees to feel seen, heard, and appreciated
- Improve 1:1 meetings, communication, and results.

The screenshot displays a software interface for a workspace. At the top, it shows two user profiles: Javier Z (Guardian) and Lin L (Persuader). Below this is a navigation bar with tabs: Workspace, Relationship, Feedback, Goals, Private Notes, and Agenda History. The main section is titled 'Agenda' and contains three interactive cards: 'Human Check-in' with a mental health check-in prompt and a progress bar, 'Top Priorities' with a prompt to surface work-in-progress and a progress bar, and 'Career Development' with a prompt to support growth and a progress bar. To the right, there is a detailed profile for 'Javier Zapeta'. It includes a description: 'A Guardian is unselfish and approachable with a preference for detailed, skill-based work.' followed by a small chart. Below this is 'How to interact with Jaiver:' with a list of preferences: 'Let me collaborate', 'Let me think it through', 'Give me stability', and 'Give me structure'. Further down is 'Strengths & Cautions' and 'Preferred work style' with the preference 'Relatively informal and outgoing with others'. At the bottom, 'Strengths' are listed as 'Motivating, stimulating communicator'.



The Predictive Index Workshops

OVERVIEW

Many workshops stop producing results after the session. There's no knowledge transfer. PI Workshops are different. They are purpose-built to drive action in your organization. You'll leverage six decades of experience rooted in proven science and best practices to enable your organization to hire, retain, and engage top talent to drive your goals.

WORKSHOP OUTCOMES

- Make your work life easier with time-tested tools and frameworks
- Save time and money by selecting only the workshops you need
- Earn professional development credits from SHRM and HRCI
- Develop strategic talent insights for your organization
- Help your people feel seen, heard, and appreciated
- Boost self-awareness across your organization
- Equip your organization to thrive

FORMAT

- Workshops are delivered in person or virtually by expert facilitators

AUDIENCE

- Human resource and development leaders
- Individual contributors
- People managers
- Executives





Consulting Support

OVERVIEW

Unlike traditional consulting that can bill endless hours, we will be there with targeted support to train you and your key staff for success. We'll transfer knowledge to you through scheduled PI Workshops, and a series of coaching sessions so you maximize your investment and success.

CONSULTING OUTCOMES

- Improved understanding of how people think and work
- Confidence in hiring and retaining top talent
- Improved employee engagement
- Reduced unwanted attrition

FORMAT

- Consulting is delivered in person or virtually

AUDIENCE

- HR and development leaders
- People managers
- Executives





What You'll Get



HIRING TOOLS

- Attract the right candidates with **PI's Job Ad Optimizer**
- Align on job requirements with **PI's Job Target tool**
- Reproduce results with **PI's Top Performer tools**
- Hire with confidence with **PI's Interview Builder**
- Boost hiring confidence with **PI's Behavioral Fit**
- Get at-a-glance **Behavioral** and **Cognitive** data



LEADERSHIP TOOLS

- Gather people data through the **6-Minute PI Behavioral Assessment**
- Boost self-awareness with **PI's Professional Development Guides**
- Onboard new hires effectively with **PI's Onboarding Toolkit**
- Reduce conflict with **PI's One-to-One Relationship Guide**
- Levelup managers with **PI's Manager Strategy Guides**



MANAGEMENT TOOLS

- Provide in-the-moment **Management Tips** to help your managers lead well
- Leverage **Analytics** to spread best practices across your company
- Ensure effective meetings with **One-to-One Meeting Templates**
- Use **PI's Group Workspaces** to de-silo and cross-collaborate
- Use **Continuous Feedback** to boost engagement and morale



KNOWLEDGE TRANSFER WORKSHOPS

- **Knowledge sessions** to understand how people think and work
- Predict candidate success and develop your leaders with **PI Workshops**



EXPERT SUPPORT

- Get expert support to ensure you reach your goals. This includes **onboarding support, office hours, and quarterly business reviews.**



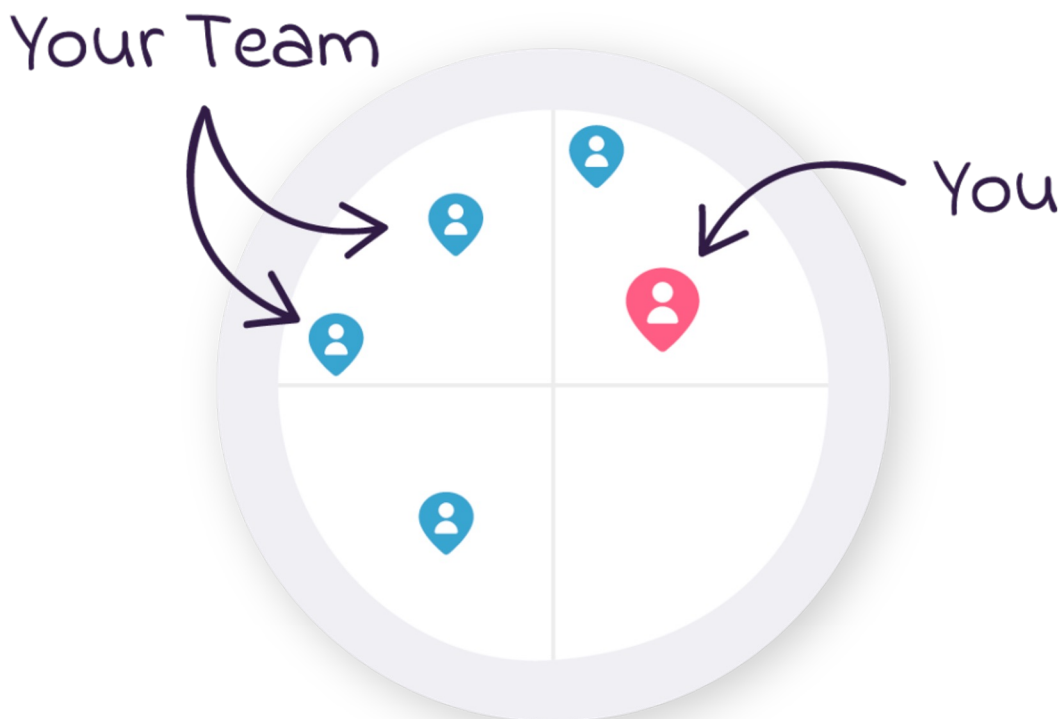
Value Add

Executive Team Review

This engagement includes one 90-minute Executive Team Review* with PI's Design software. Discover how your team is wired. Explore strengths and caution areas, and explore the four quadrants of work to maximize team alignment:

Your Team Map & Quadrants:

1. Teamwork & Employee Experience
2. Process & Precision
3. Results & Discipline
4. Innovation & Agility



*Up to 7 people



Value Add

MANAGING WITH PI PERFORM

This package includes one 90-minute session with your managers. Managers explore how to leverage behavioral data to lead more effectively, create a safe space, and drive performance.

Javier Z Guardian | **Lin L** Persuader

Workspace Relationship **Feedback** Goals Private Notes Agenda History

Coaching

Who do you want feedback to?

Search 🔍

- Rowan**
- Henry**
- Lin**

Strengths

- ⊕ Organized
- ⊕ Takes Initiative
- ⊕ Supportive

⊕ Add your own

Opportunities for Improvement

- ⊕ Communication
- ⊕ Leadership
- ⊕ Creative

⊕ Add your own

💡 Generate feedback

Lin's positive attitude inspires others. Polite, courteous, respectful and charming at all times and in all situations, without being obsequious. Unfailingly courteous even when dealing with a difficult person or situation.

*Up to 25 managers. Offer valid through December 1, 2024



How to Get Started

THREE EASY STEPS:

1. Schedule a call to discuss your specific goals
2. Identify key areas and starting points
3. Layout your path to success

CALL TODAY:
727.260.2085

Scan to schedule a call::





About Us



Meri Stockwell
Founder, CEO
Meritas Advisory Group, LLC

We provide organizations a clear path to deliver results. Unlike traditional approaches, we apply data and science to empower companies with a plan for their people and their business strategy.

Business has changed. Avoid business pitfalls and thrive - no matter the climate.

Services

- Hiring & Retention Programs
- Performance management
- Executive coaching
- Speaker events



Contact

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