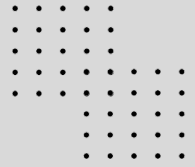


CERTIFIED TALENTKEYS™

PRACTITIONER COURSE

Get Talents Fits for Talent Needs



TALENTS WANTED!



Accredited by:



certification for expertise,
advanced-level DISC practice

The Certified TalentKeys™ Practitioner course is designed for professionals aiming to master the systematic identification, development, evaluation, and retention of talent. This program addresses key challenges in talent management, from selection and development to retention and performance evaluation.

Moving beyond traditional assessments of knowledge and skills, the course focuses on personality traits, team roles, decision-making triggers, and motivational drivers.

Participants will gain insights through a 3D report featuring

- DISC analyses for talents' communication & working styles
- TEAMS functions for teamwork engagement mode
- VALUES orientation for the internal motivation
- OccupationalKeys System for benchmarking talents' suitability level

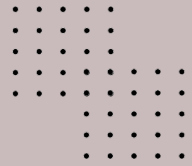
Organized & Delivered by:



exclusive master trainer & distributor in Asia Pacific since 2006

COURSE HIGHLIGHTS

TalentKEYS Practitioner Certification Course @Hong Kong



Talent Management Enabler with TalentKEYS™ Method

Effective talent management involves identifying gaps, fostering development, and assessing performance for future roles. The TalentKEYS method offers a structured approach across three key stages:

- **Right-Fit**
- **Growth-Fit**
- **Future-Fit**

By providing targeted tools and insights, it helps organizations align talent strategies with business goals and achieve impactful results.



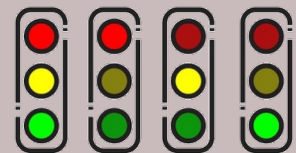
All-round Talent Suitability Assessment 3D Report Analysis

Combined with DISC, TEAMS, and VALUES profiles, the 3D report offers a detailed view of personality, team roles, and motivators. It supports hiring, team building, relationship development, and career planning, providing deeper insights into talent suitability beyond traditional methods.



OccupationalKeys™ Benchmarking System Talents in Different Readiness

The OccupationalKeys™ Benchmarking System is an innovative online platform that offers an exceptional way to evaluate talent against established norms and standards. This system allows practitioners to construct an “ideal” candidate profile for specific job roles by utilizing the 3D report metrics. Candidates’ 3D reports are then compared to these profiles to assess suitability. The degree of match is intuitively indicated through a traffic light system—red signifying a low match, yellow indicating a moderate match and green denoting a high match. This visual and quantitative method equips practitioners with a powerful tool for strategic decision-making in talent selection and placement.



How Talents Behave in the Workplace DISC Personality Profile

The DISC Personality Profile provides valuable insights into communication, work preferences, and social behaviors. It helps individuals recognize their strengths, address challenges, and enhance teamwork and leadership. By leveraging DISC, talents can foster workplace harmony and boost productivity.



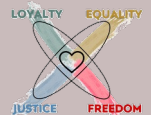
How Talents Engage in Team Context TEAMS Profile

The TEAMS Style Report identifies five natural team roles—Theorist, Executor, Analyzer, Manager, and Strategist—offering a framework to align individual strengths with team needs. It highlights contributions, addresses limitations, and helps teams leverage diversity for productivity and success.



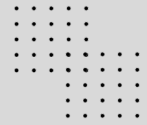
How Talents Are Motivated to Drive Excellence VALUES Profile

The Values Style Report reveals core values that drive behaviors, fostering understanding and appreciation of differences. It enhances team dynamics and helps align roles with personal convictions, aiding employers in matching talents to corporate culture and roles they are motivated to excel in.



COURSE PARTICULARS

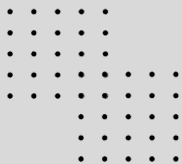
TalentKEYS Practitioner Certification Course @Hong Kong



Learning Outcomes

At the end of the workshop, the participants can expect to achieve the following outcomes:

- Acquire proficiency in analyzing and interpreting complex 3D reports to understand talent suitability comprehensively.
- Master the OccupationalKeys Benchmarking System to create ideal role profiles and effectively measure candidate suitability.
- Categorize and review employee performance and potential, facilitating strategic discussions about talent placement and development.
- Develop the skills to create individualized development plans using insights from behavioral assessments and optimize succession planning with a clear understanding of employee potential.
- Acquire strategies for communicating assessment outcomes to stakeholders, enhancing HR decision-making processes.



Course Structure

- **Online self-study:** 1 hour of self-study through digital materials
- **Face-to-face workshop:** 2-day workshop, from 0930 to 1730 + 2-hour application reinforcement meetup
- **Post-course assignment:** To complete one assignment within one month after the workshop

Prerequisite

- IML's Certified Behavioral Consultant, or
- DISC-certified individuals from other bodies may apply, subject to IML's review for the knowledge alignment



Award

- Participants with full attendance and completed post-course assignments will receive the certificate of **Certified TalentKeys™ Practitioner** awarded by IML.

Who Should Attend

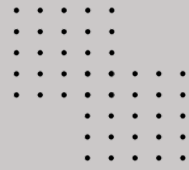
This course is ideal for professionals seeking a structured and effective talent management system to support organizational growth.

- **HR Managers and Directors:** Leverage behavioral analysis tools to enhance talent assessment and development strategies.
- **Line Managers:** Gain skills to select, support, develop, and evaluate talents effectively.
- **Talent Acquisition Managers and Recruiters:** Align hiring processes with organizational culture for better fit and retention.
- **Learning and Development Professionals:** Create personalized development plans tailored to individual motivations and growth potential.
- **Team Leaders and Project Managers:** Optimize team roles, improve communication, and enhance team dynamics for better project outcomes.



COURSE OUTLINE

TalentKEYS Practitioner Certification Course @Hong Kong



“Companies that incorporate psychometric testing in their talent acquisition strategies experience a 40% reduction in employee turnover rates, leading to significant cost savings.”

Forbes

01

Talents Profile Redefined

3 Not-Fit Problems of Talent Management:

- Right-Fit Problem: Failed in identifying and selecting best-fit talents for the talent needs
- Growth-Fit Problem: Difficult to offer suitable support and feedback to talents' performance that resulted in loss of talents and so business performance
- Future-Fit Problem: Ineffective performance evaluation caused mismatched of human resources with business needs

Back on the Right Track with TalentKEYs Method

- **A.C.E. Performance Pyramid Analysis:** Define what performance really means in different business contexts
- **Performance Ownership Practice:** Make performance management accountable and proactive in management
- **Performance Projection Planning:** Get people motivated to perform at their best-fit state
- **A.C.T. Check-in Feedback Method:** Handy but impactful feedback at the right time, right place, right impact

02

From Talent Assessment to Talent Optimization System

DISC Personality Assessment and Analysis – How the Talent Behave



- Deep dive into the DISC report: understanding the behavioral styles of Dominance, Influence, Steadiness, and Compliance
- Analyzing DISC profiles: interpreting the Peacemaker style and other styles to predict workplace behaviour
- DISC application in real-world scenarios: communication, conflict resolution, and leadership development

TEAMS Role Assessment and Dynamics – How the Talent Collaborate



- Exploring the TEAMS report: roles and functions within a team setting
- Applying TEAMS analysis: matching individual preferences with team roles for enhanced collaboration
- Case studies: leveraging TEAMS insights for optimal team composition and effectiveness

VALUES Profile for Cultural Fit & Motivation – How the Talent Motivated



- Unpacking the VALUES report: identifying core values and hidden motivators such as Loyalty and Justice
- Utilizing VALUES to enhance workplace dynamics: reducing conflict and fostering understanding and tolerance
- Strategies for aligning individual values with organizational culture and roles for better retention

COURSE OUTLINE

TalentKEYS Practitioner Certification Course @Hong Kong



03

Mastery of the OccupationalKeys Benchmarking System



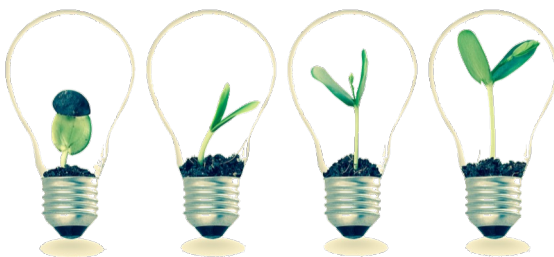
- Introduction to the OccupationalKeys Benchmarking System: Learning the foundations of creating ideal talent profiles using the 3D report elements.
- Crafting Benchmark Standards: This section provides step-by-step guidance on defining "ideal" job role profiles based on organizational needs and values.
- Analyzing and Interpreting Suitability Levels: Training on comparing individual 3D reports against benchmarks and interpreting the results with the traffic light system (red, yellow, green) for suitability.

04

Unleash Right-fit Potentiality: HR Optimization Matrix 2.0



- Understanding the HRO Matrix: An in-depth look at the framework for evaluating employee performance and potential and its application in talent management.
- Developing and Communicating Development Plans: Techniques for using the HRO Matrix to create tailored development plans and effectively communicate them to stakeholders.
- Case Study Analysis: Analyzing various scenarios to practice placing employees on the grid and making decisions about promotions, development needs, and succession planning.
- Long-term Talent Strategy Planning: How to use the HRO Matrix for succession plan and support a culture of continuous development and performance improvement.



By leveraging data-driven insights from psychometric assessments, survey shown a 20% decrease in turnover rates and a 15% increase in employee engagement levels.

Society for Human Resource Management

ENROLLMENT DETAILS



Fees:

HK\$7,900.00 (certification fee included)

Language:

Cantonese (with English learning materials)



Venue:

Details will be provided closer to the date

Time:

Face-to-face workshop: 2 days, from 9:30 am to 5:30 pm (GMT+8)

Virtual follow-up session: To be scheduled during the course

Class Schedule:

Please check our website for the latest schedule

About Distinctions Asia



Distinctions Asia was founded in 2005 by a team of experienced business leaders as well as human capital and organization development consultants and practitioners from Singapore, Hong Kong, China and Thailand; with support from alliance partners in the United States of America, the United Kingdom and Canada. We operate out of 3 locations: Singapore, Hong Kong and Thailand. The people in *Distinctions Asia* are uniquely identifiable by their combined consulting and industry backgrounds. Each person has worked in an executive capacity before accumulating significant consulting/coaching/facilitation experience.

Enquiry

Website: www.distinctions-asia.com

Email: enquiry@distinctions-asia.com

Address: Room 26, Flat B&C, Grandion Plaza, 932 Cheung Sha Wan Road, Cheung Sha Wan, Hong Kong

Distinctions Asia is the exclusive distributor & the master trainer in Asia.



Paradigm
Personality
Labs



INSTITUTE for
MOTIVATIONAL LIVING™



MHS



TeamCollab™
Process Model
Collaboration beyond Cooperation

Certification courses offered by Distinctions Asia are accredited by various professional bodies, ensuring they meet industry standards of excellence.

