# The Talent Optimization Framework

Talent optimization is a new discipline business leaders can use to align their people with their business strategy. It's the best way to boost productivity, build a winning culture, and create the flexibility your company needs to adapt to change over time.

Ready to learn more about talent optimization? Begin by understanding the framework.

1 Diagnose

BUSINESS STRATEGY

2 Design
3 Hire
4 Inspire

BUSINESS RESULTS
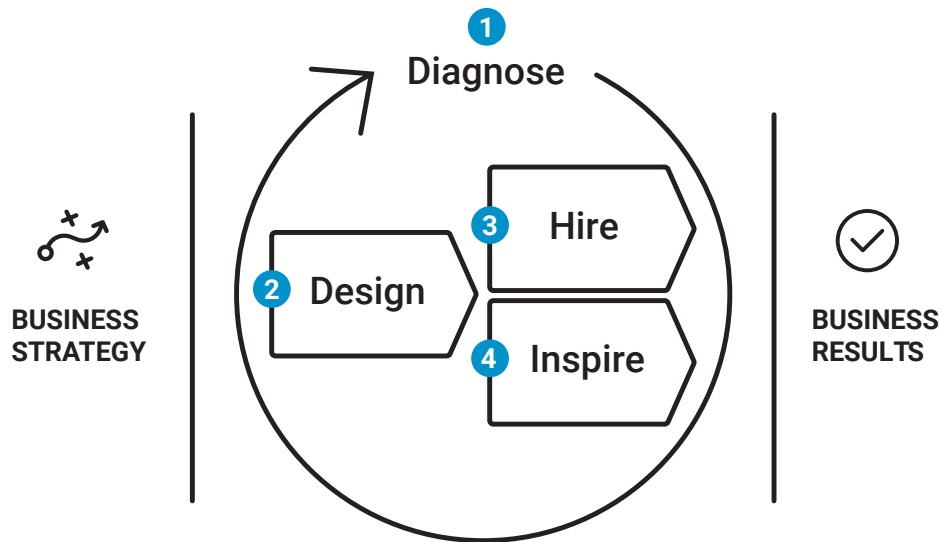
1 Diagnose

In part one of talent optimization, you'll measure and analyze your people data then prescribe improvement actions.

#1 Measure what matters.

#2 Analyze the evidence.

#3 Prescribe improvement actions.

2 Design

In part two of talent optimization, you'll create and evolve your talent strategy.

#4 Select your organization's structure.

#5 Evaluate your leadership team fit.

#6 Understand senior team dynamics.

#7 Establish your culture.

3 Hire

In part three of talent optimization, you'll hire top talent and build high-performing teams.

#8 Define and communicate job requirements.

#9 Equip your leaders to land top talent.

#10 Predict new team dynamics.

#11 Determine candidate cultural fit.

4 Inspire

In part four of talent optimization, you'll focus on employee-oriented activities.

#12 Create new jobs and career paths.

#13 Develop your leaders.

#14 Create high-performing teams.

#15 Reinforce your culture.

THE PREDICTIVE INDEX

To learn more about talent optimization, visit www.talentoptimization.org.