



## Scientifically Growing Leaders. Strategically Strengthening Organizations. Since 2004.

*A Pracademic approach to leadership and talent—  
where science meets real-world performance.*

### What We Help You Achieve

Involved Talent partners with organizations that are ready to turn leadership and talent into a true performance lever—not a cost center.

#### You get:

- Leaders who make better, faster, more strategic decisions.
- A stronger organization that reduces succession and derailment risk.
- Measurable business value through improved execution, engagement, and culture.

## Why Involved Talent

### The Pracademic Advantage

We blend PhD-level scientific rigor with decades of executive and consulting experience, so your leadership investments are grounded in data and aligned with your business strategy.

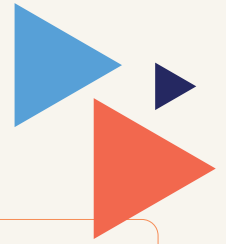
- Scientifically grounded, analytically based methods tied to critical business outcomes.
- Practical, executive-ready insights your leaders can apply immediately.
- Solutions built around your strategy, not generic training content.



### Proven, Not Experimental

Since 2004, Involved Talent has helped organizations:

- Target investment on roles and leaders that drive disproportionate value.
- Build pipelines for mission-critical roles and future growth.
- Use assessments and analytics to de-risk high-stakes talent decisions



## What We Do

### Pracademics Academy

Strategic leadership development that drives execution.

- Cohort programs for current and emerging leaders tied to your strategic priorities.
- Experiential learning, coaching, and on-the-job application for real behavior change.
- Bespoke programs designed to strengthen the capabilities that matter most for increasing organizational value.

### Executive Coaching

High-impact development for leaders in pivotal roles.

- Coaching, advisement, and mentoring grounded in robust, business-relevant assessment.
- Clear development goals tied to role expectations and organizational outcomes.
- Focus on decision quality, stakeholder alignment, and leading through complexity.

### Consulting & Advisory

Strategic guidance for talent and leadership decisions.

- Leadership and talent strategy aligned to business direction.
- Success profiles and criteria for critical roles.
- Succession and high-potential organizational development planning informed by data, not shiny objects.

### Evidence-Based Insights

Turning data into competitive advantage

- Scientifically validated assessments that pinpoint drivers and blockers of performance.
- Analytics that clarify where to invest in talent for maximum business impact.
- Actionable insights executives and HR leaders can use to make better talent decisions.

## How We Partner

We act as a strategic partner for organizations wanting to connect leadership and talent directly to business priorities.

### Typical engagement flow:

1. Define the business problem and success metrics.
2. Diagnose organizational gaps and leadership/talent needs using data and stakeholder input.
3. Design targeted programs, coaching, and advisory support tied to strategy.
4. Deliver with an emphasis on application and accountability.
5. Review impact and refine to sustain value.

## Who We Serve

We serve organizations of all sizes and sectors, focusing on those that recognize the power of leadership quality and talent decisions but are still working to translate that potential into tangible business results to greatly expand organizational value.

If you are investing in leadership, you should be seeing impact on strategy execution, culture, and performance.

### Let's talk about:

- Where leadership quality is constraining your results.
- How to build a stronger, data-informed leadership bench.
- Where targeted development and advisory support can unlock value.



Visit us at  
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