



**TRAINING & CONSULTING  
CATALOGUE**

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**HR &**

**Talent Management**

# SUMMARY



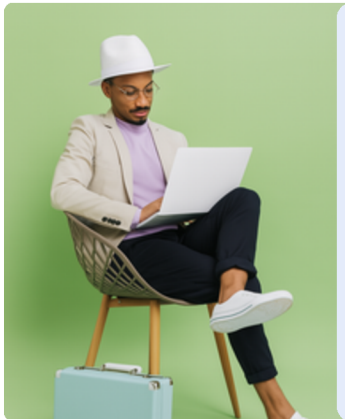
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# 01.

## OUR EXPERT CONSULTANTS & TRAINERS



### **Bidisha Barua**

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Master's Degree in Psychology (Organisational Behavior) and Bachelor's Degree in Psychology



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Master's Degree in Neural & Cognitive Sciences and Bachelor's Degree in Neuropsychology



### **María Barrios**

***HR Consultant - Trainer***

Bachelor's Degree in Psychology and Occupational and Career Advisor Diploma.

# | – General introduction

**UNIQUE EXPERTISE IN  
ASSESSMENT,  
CONSULTING & TRAINING**



Key Predict is one of the international leaders in the design and implementation of innovative psychometric assessment solutions dedicated to identifying and developing potential within organizations. Drawing on our expertise as both a publisher and consulting partner, we help HR professionals and companies through assessment, consulting, and training services tailored to today's organizational challenges.

## **CONSULTING & SUPPORT**

Our professional expertise, enriched by in-depth market knowledge and close collaboration with organizations, enables us to provide targeted and personalized support. Whether for a one-time need or a long-term strategic project, we work alongside you to support decision-making and maximize the impact of your HR initiatives.

Our consultants and psychologists combine scientific expertise with strong operational knowledge of HR practices. They assist organizations in areas such as recruitment, talent management, competency development, assessment, strategic talent programs, and organizational support.

Our teams provide tailored services adapted to each context, ranging from individual assessment to broader group support to broader organizational and competency-management projects. Our objective is to provide reliable insights, facilitate decision-making, and help organizations integrate their HR actions into a coherent, effective, and sustainable approach.

## **TRAINING**

The training sessions are led by Key Predict's consultant psychologists and HR experts, who contribute to the development of our tools and support clients in addressing their HR challenges.

Key Predict is a Qualiopi-certified training organization and can therefore be referenced by professional training funders. Activity Declaration Number: 11754449875

Our training programs are designed to transmit practical know-how and ensure the effective, autonomous, and ethical use of psychometric assessment tools.

We aim to provide participants with an engaging and enriching learning experience through unique training programs based on modern pedagogical methods, balancing theory, practical exercises, case studies, and participatory discussions.

Training materials may include digital presentations, exercise sheets, test manuals, interpretation reports, practical guides, and access to e-learning modules, depending on the training format and objectives.

# 2.1 SKILLS MAPPING AND PREDICTIVE MODELS

## Structuring the competencies critical and specific to a particular job role

This program aims to objectively identify key competencies, determine success criteria specific to your roles, and provide a solid foundation to guide hiring and internal mobility decisions.

This includes skill-mapping and the development of predictive models to custom create success profiles beyond job titles or standard frameworks.

### Objective

#### Enable organizations to:

- Build precise, concrete, and actionable competency frameworks
- Identify the competencies truly contributing to critical roles in the organization
- Define clear and shared success criteria

The program is fully customized according to your challenges and scope.

### Format

- **JD based customization:** Analysis of job descriptions, or ideal profiles to identify and map the key competencies critical for the specific roles.
- **Competency/Value based customization:** Matching our assessments to your competency/value framework.
- **Requirement based customization:** Mapping our competencies to your specific requirements.
- **Development of predictive models:** tailored to your roles and organization

## Benefits

- Identify key competencies, motivators and managerial styles
- Clear vision of key strengths and areas to develop
- Scalable frameworks across functions
- Visualization of gaps between profiles, job alignment, and target role expectations

## For whom?



- HR Directors
- Talent Management Managers
- Executive Leadership Teams
- Managers involved in strategic decision-making
- Universities

## Delivery formats

- A programme delivered by Key Predict experts
- A confidential and structured approach
- Feedback focused on decision-making and action
- Available in both individual and group formats

## Tools used

- Personality assessment: Personality / Behavioral / Motivation / Emotion
- Aptitude assessment: Cognitive and Job-specific tools
- Key Predict predictive models
- Data analysis reports for the cohort (Optional)

# 2.2 STRATEGIC TALENT PROGRAM

## linked to Individual Development Plans

This program is designed to specifically cater to development-oriented objectives for the organizations to support high-impact HR decisions in transformation contexts. This includes skill gap analysis, training need analysis, succession planning, leadership development, etc.

The Strategic Talent Development Program enables the detection and objective development-oriented initiatives to plan HR and managerial initiatives for talent development.

This program is based on a structured predictive approach and provides support for the creation and execution of Individual development plans.

### Objective

#### Enable organizations to serve various development-oriented objectives:

- Hi-po Identification: Identify high-potential talent, current or future.
- Training need identification: Assess their ability to succeed in managerial roles
- Skill-Gap analysis: Identify development gaps in leadership and develop Individual development Plans to support comprehensive learning programs
- Succession Planning: Build a pipeline of future leaders and create succession pathways

This program is not a coaching initiative, but a decision-support tool designed to improve reliability of choices and reduce human and organizational risks through data-driven decisions.

The format can be customized depending on the context (high-potential identification, succession planning, Leadership development, etc.).

## Benefits

- Thorough evaluation based on organization-specific competencies and values
- Detailed reports to support strategic HR decisions
- Development of targeted mobility and development plans

## For whom?



- HR Departments
- L&D Managers
- Executive Management
- Managers involved in strategic development decisions
- Universities / Business Schools for Management Trainees

### Add-ons (basis the requirement)

- **Cohort analysis:** 9 box grid creation
- **Training for L&D Managers/Leaders:** 9 box grid
- **Individual Development Plans (IDP) Creation:** for participants and their respective managers
- **Mentor and Mentee Mapping:** Training for L&D Managers
- **IDP Training:** for L&D Managers/Line Managers/Immediate supervisors
- **Custom data analysis:** Analysing results exports across various demographics

### Tools used

The program relies on Key Predict assessment tools used within a predictive and decision-making framework, including:

- CTPI-R
- Motivation+
- Emotion 2.0
- Cognitive tests
- Key Predict predictive model
- Hosting organisation-specific questionnaires (Hosting on our platform for integrated results)

# 2.3 TEAM INSIGHTS

## Enhance team effectiveness and collective impact

Team Performance is a data-driven approach designed to provide organizations with clear, structured insights into how teams function, identifying strengths, gaps, and opportunities for improvement.

By combining robust psychometric tools with advanced analytics, this approach helps transform data into actionable insights, enabling better decision-making, stronger alignment, and improved overall performance.

### Objective

#### Enable organizations to:

- Understand team dynamics and composition
- Identify strengths and key development areas
- Detect gaps and potential risks
- Support informed, data-driven decisions

### What we do

- Conduct comprehensive team analysis to understand overall dynamics
- Identify strengths, development areas, gaps, and potential risks
- Analyze behavioral and competency patterns, and segment teams based on profiles and performance
- Deliver clear, actionable insights, with additional analyses

Additional analyses can be conducted based on the defined scope and client needs

## Benefits

- Clear visibility on team functioning
- Data-driven understanding of team dynamics and performance
- Prioritized insights to guide action
- Better alignment between people and objectives
- Improved team effectiveness and collaboration

## For whom?



- HR & Talent teams
- Managers and leadership teams
- Organizations seeking to improve team performance and alignment
- Teams undergoing transformation or facing performance challenges

## Format

- Delivered by Key Predict expert consultants
- Structured, confidential, and insight-driven approach
- Detailed team report with clear and actionable outputs
- Optional debrief sessions for HR and management
- Can be delivered as a standalone diagnostic or integrated into broader projects

## Tools used

Depending on the scope and objectives, the analysis may rely on:

- Key Predict psychometric tools (e.g., CTPI-R, AVATAR, Motivation+, Emotion 2.1)
- Quantitative analysis (scores, distributions, benchmarks)
- Qualitative interpretation (patterns, gaps, team dynamics)

Analyses can be conducted using a single assessment or a combination of tools, depending on client needs.

# 2.4 DEBRIEFING SESSIONS

Would you like feedback sessions to be conducted by assessment professionals?

Do you lack the time to analyze psychometric results? Our consultant psychologists handle the analysis and deliver clear, actionable conclusions to directly support your HR decisions.

Interventions are tailored to your needs, whether for one-off support or a more structured program.

**Lead time: from 1 to 10 working days.**

## Objective






### Enable organizations to:

- Benefit from debriefings conducted by assessment experts
- Save time on analysis of results
- Secure recruitment, mobility, and talent decisions

## Intervention methods

- Results analyzed by consultant psychologists
- Rigorous, structured, and confidential approach
- Feedback focused on decision-making and operational recommendations
- Adaptable for both small-scale and high-volume needs

# Levels of support

Service	Standard	Comprehensive
Analysis of key competencies (based on job description or client interview)		
Results debrief interview with the candidate (oral)		
Oral debrief of results to the company with recommendations		

*CV screening and candidate sourcing are not included.  
Excluding the cost of tests (one test per candidate). For multiple tests, please contact us.*

**For any information request: [consulting@keypredict.com](mailto:consulting@keypredict.com)**

# 2.5 TAILOR-MADE CONSULTING

**Building HR solutions that are practical, concrete, and directly actionable.**

When no standard solution meets your need, we co-construct custom solutions with your teams - from analysis through to operational implementation. No theoretical recommendations, only solutions designed to be used and deployed.

## Objective

### Enable organizations to:

- Clarify and prioritize HR challenges
- Design solutions adapted to operational reality
- Structure action plans aligned with strategy
- Secure implementation and team adoption

## Format

- In-depth analysis of your HR challenges
- Targeted diagnosis of practices and needs
- Co-construction of an action plan with your teams
- Operational support through to implementation
- Adjustments based on field feedback

Fully customized depending on your objectives, organization, and HR maturity.

## Benefits

- Solution designed for your specific context
- Operational and immediately usable program
- Support by HR experts and occupational psychologists
- Alignment with strategic priorities
- Observable short and medium-term results

## Terms

Delivered by Key Predict expert consultants. Structured, confidential, results-oriented approach. Support on targeted or global scopes.

# 2.6 QUESTIONNAIRE CREATION

Having assessment tools aligned with your business realities.

Does your industry require specific questionnaires?

Would you like to customize assessment questionnaires based on the situations encountered in your company?

Certain situations, roles, or contexts require specific questionnaires that standard tools do not cover. We help you integrate your existing tools into our platform to structure and strengthen the reliability of your assessments

## Integration of your own questionnaires

Leverage your existing tools on the Key Predict platform.

You have already developed questionnaires to assess technical, job-specific, or specialized competencies. We support you in integrating them into the Key Predict platform, making them accessible, usable, and comparable within your assessment campaigns.

### Objective

**Enable organizations to:**

- Use questionnaires truly adapted to their contexts
- Structure and systematize internal assessments
- Ensure reliable collection and analysis of evaluation data
- Integrate specific tools into existing processes

### Format

- Analysis of existing questionnaires
- Integration into the Key Predict platform
- Configuration of administration and reporting methods
- Availability for your assessment campaigns

## Benefits

- Centralization of assessments within a single tool
- Time savings and standardization of practices
- Easier use and analysis of results
- Sustainability of your internal questionnaires

## Terms

Support provided by Key Predict experts. Structured, confidential approach. Progressive or full deployment depending on your needs.

# 03. TRAINING

Our training programmes are designed to be highly interactive, with the aim of providing participants with practical knowledge to analyse behaviours, personality traits, competencies, motivations and career interests.

We combine theory and practice by alternating clear explanations of key concepts with comprehension and analysis exercises that support immediate real-world application.

For in-company training programmes, we tailor both the content and the methodology to the specific needs of each organisation, integrating their objectives in areas such as recruitment, internal mobility, potential identification and competency assessment, depending on the participants' level of experience.



# 3.1 CUSTOMIZED IN-COMPANY TRAINING

**Build tailored programs to address your specific HR challenges.**

Effective use of psychometric tools goes beyond technical knowledge—it requires the ability to interpret results, integrate multiple dimensions, and apply insights across different HR contexts.

Customized In-company Training is designed to equip professionals with the skills needed to confidently use assessment tools in areas such as recruitment, mobility, leadership, and talent development.

By combining expert guidance with practical application, these programs help transform knowledge into operational capabilities, enabling more accurate evaluations, better decision-making, and stronger impact across HR processes.

## Objective

Enable organizations to:

- Build capabilities in using psychometric tools across HR contexts
- Strengthen interpretation, debriefing, and decision-making skills
- Apply a multi-criteria approach (personality, aptitudes, motivations)
- Support key HR processes (recruitment, mobility, development, leadership)

## What we do

- Design customized training programs based on the client needs
- Train on effective use of assessment tools and platform features
- Develop report interpretation and debriefing skills
- Provide guidance on combining multiple assessments and predictive model
- Share best practices and ethical use of psychometric tools

## Training formats

### Certified Training (Advanced):

- Advanced use of assessment tools and methodologies
- In-depth report interpretation and debriefing
- Post-training worksheets/assignments to reinforce learning
- Certification upon completion (where applicable)

### Operational Training:

- Focus on core concepts and tool usage
- Essential report interpretation skills
- Practical guidance for day-to-day use
- Flexible and time-efficient format

## Benefits

- Fully tailored to organizational needs
- Flexible scope (topics, tools, depth)
- Combination of theory and hands-on practice
- Applicable across multiple HR use cases

## For whom?



- HR professionals
- Psychologists & assessment specialists
- Talent Development / L&D professionals
- Coaches & career consultants

## Format

- In-company, tailored delivery
- Half-day, full-day, or short sessions depending on scope
- Small group format (1-4 participants)
- E-learning modules (where applicable)

# 3.2 TRAINING FOR CAREER SUPPORT PROFESSIONALS

**Develop a structured methodology to guide others through career transitions.**

Effective career support requires more than intuition it demands a rigorous framework, deep psychological insight, and mastery of psychometric tools.

This training is designed to help consultants, coaches, and HR professionals build a structured approach to skills assessments, interpret behavioral data with confidence, and deploy personalized mobility pathways that truly serve their clients' or employees' career goals.

## Objective

Develop a solid methodology to structure skills assessments and career support processes. Deploy a personalized expert mobility pathway.

## Tools covered

- PROFIL PRO 2
- VOCATION
- MOTIVATION+

## For whom?



- Skills assessment consultants
- Career development consultants / coaches
- HR professionals
- Psychologists
- Advisors

## Format

Blended learning: 15 days of e-learning (6–8 hours) + 1 day in person or via videoconference with a Key Predict consultant.

**Program sent 15 days before the session.**

## Certification

Learners obtain certification after completing e-learning and synchronous training, subject to passing assessments.

## Program highlights

- Introduction to psychometric tests and ethics
- Job, competency, and corporate value frameworks
- Test presentation: behaviors, potential, managerial style, interests, motivations, social & emotional competencies
- Practice: result interpretation, case studies, debriefing tips
- Platform handling: customization of frameworks, reports, TALENT MAP & Talent Matcher campaigns
- Q&A and final advice
- Optional remote follow-up session with trainer

Item	Details
Target audience	HR, career management, psychologists, coaches, advisors
Duration	2 days (14 hours total)
Schedule	7 hours e-learning (within 15 days prior) + 9:00–17:00 training day
Participants	3 to 8
Location	Our premises / your premises / videoconference

**To register: [consulting@keypredict.com](mailto:consulting@keypredict.com)**

# 3.3 REVEAL YOUR MANAGERIAL POTENTIAL

Develop self-awareness to lead more effectively.

Effective leadership starts with a clear understanding of one's own behaviors, decision-making style, and impact on others.

This training is designed to help managers gain deeper insight into their leadership approach, strengthen their communication, and better align their actions with team and organizational needs.

## Objective

Enable managers to:

- Understand their leadership style and preferences
- Improve decision-making and communication approaches
- Recognize their impact on team dynamics
- Strengthen alignment with team and organizational expectations

## What we do

- Provide individual insights through psychometric assessments
- Analyze leadership, communication, and decision-making styles
- Facilitate reflection on strengths and development areas
- Offer practical guidance for day-to-day management situations

## For whom?



- Frontline managers
- Experienced managers
- Newly appointed managers

## Format

- Open session (intra- or inter-company managers)
- Half-day session (3–4 hours)
- Small group (1–4 participants)

## Tools used

- CTPI-R
- EMOTION 2.1

# 3.4 TALENT MANAGEMENT TRAINING

(Open session)

Learn how to assess and develop talent using reliable tools, identify suitable profiles, personalize career paths, and conduct effective debriefings.

This training focuses on using assessment tools to make informed talent decisions. It supports drawing insights for recruitment, skill gap analysis, managerial/leadership and hi-po identification through practical and business-oriented applications.

## Objective

Assess and develop talent using reliable tools, identify suitable profiles, personalize career paths, and conduct relevant debriefings.

## Certification

Named certification for tools: learners obtain certification after completing both e-learning and synchronous training, subject to passing assessments.

## For whom?



- HR professionals
- Recruiters and talent development managers

## Format

- 15 days e-learning (6–8 hours)
- 2-live training day (online)

## Tools used

- Personality Tools
- Cognitive Tools
- MOTIVATION+
- EMOTION 2.1
- Predictive Model
- Creation of standard frameworks (jobs and competencies)

# 3.5 RECRUITMENT AND DEVELOPMENT OF MANAGERS

## Strengthen recruitment and development decisions for managerial roles through objective and reliable assessment methods

Effective management requires more than technical expertise or seniority. Identifying managerial potential involves understanding leadership competencies, personality traits, emotional intelligence, and cognitive abilities that influence performance and team dynamics.

This training is designed to help HR professionals and decision-makers use structured assessment approaches to support recruitment, internal mobility, and managerial development processes.

### Objective

- Define key competencies required for successful management roles
- Understand the relationship between personality, competencies, and leadership performance
- Identify managerial potential and possible risk profiles
- Structure objective and evidence-based recruitment or mobility decisions
- Use assessment results to support managerial development plans
- Integrate assessment practices into broader HR and talent management processes

### What we do

- Assess managerial potential through personality, emotional intelligence, and reasoning tools
- Support objective recruitment and mobility decisions
- Identify strengths, risks, and development areas for managers

### For whom?

- HR professionals
- Talent acquisition specialists
- HR business partners
- Learning and development professionals
- Managers involved in recruitment or mobility decisions

### Format

- Open session or on-demand training
- Half-day or full-day session
- Small group format

### Tools used

- CTPI-R
- EMOTION 2.1
- GAAT / Reasoning

# 3.6 ADDITIONAL E-LEARNING MODULES

For HR professionals and psychologists already certified in psychometric testing.

The e-learning modules are designed to provide flexible and accessible training, allowing users to develop their skills at their own pace. Through structured and engaging content, they support the understanding of the tools and their application in professional environments.

Tailored to the needs of HR and assessment professionals, these modules enable users to deepen their understanding of each tool, improving both interpretation and practical use across a range of situations.

TEST	DURATION
PROFIL PRO 2	2h30
MOTIVATION+	2h
VOCATION	2h
CTPI-R	2h30
EMOTION 2.1	2h30

Pricing upon request

# 04. PRICING

## Pricing Policy

Our consulting and training solutions are tailored to each organization's specific needs. Pricing may vary depending on several factors, including the type of training or consulting service selected, the number of participants, the delivery format (open session or dedicated session), and the level of customization required.

To ensure the most relevant and cost-effective solution for your organization, we provide personalized quotations based on your objectives and context. If you would like to benefit from consulting support or register for a training program, please contact us at: [\*\*consulting@keypredict.com\*\*](mailto:consulting@keypredict.com)

# 05. ACCESS TERMS

## Access delay

Minimum  
2 weeks

## Accessibility

Adapted training  
formats available

## Technical resources

Teams and Google  
Meet for remote  
training

## Contacts

  
consulting@keypredict.com



**key predict**