

Podcast Panel: Malcolm Heard
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Moderator: Larry Sternberg

Wondering	Expectations	What's in it for Me?
What makes it different from other interviews? (1:48)	Follow-up from Talent Plus. . . (Who initiates and how?)	Where do I fit?
What's the difference between in-depth and other interviews? (4:48)	Action plans. . .	What Education can I carry forward into the organization?
What strengths and themes are measured? (7:13)	Tools that I can use to coach others. . .	What does Talent Plus do for middle management?
What do the Top/Contrast lines look like? (52:12)	Learn more about the Talent Plus process. . .	How do I apply the tool and/or interpret what I've been given?
Who takes the Talent Plus Interview? (56:00)	Understand why it is used. . .	Answer questions. . .
How accurate is it? (58:55)	How is it used?	Better understanding of process. . .
What next? (01:02:00)	What is the follow-up process after interview results have been given?	Selection tool for me. . .
How do you conduct a Collaborative Coaching Session between an In-depth Interview and a Manager Interview? (1:05:42)	Better understanding of Talent Card . . .	Improved selection. . .
How will it benefit middle management? (01:07:03)	Better understanding of themes. . .	Understanding of current talent and if they are in the right place. . .
Where is the need to coach it? CEO level? (01:11:59)	Learn the science to be more effective. . .	Value to others as a resource. . .
How do I learn the strengths of reports and coaching? (01:13:00)	How do you conduct a Collaborative Coaching Session between an In-depth Interview and a Manager Interview?	Can get best people in the right places for the greatest value. . .
Management Development? (01:15:34)	Understand analysis better and themes. . .	Greater confidence in utilizing talent for performance growth – still some skeptics. . .
How do I get my leadership to use it for coaching? (01:16:57)	How to use it for selection – seeing summary sheets and decisions from those. . .	Knowing more when I leave. . .
	Coaching using the In-Depth. . . which can be changeable, not certified	More effective partnering with Talent Plus because of differing interviews. . .
	One long joke from Larry. . .	Assuming we get better coaching from Interviews – better growth and trust levels

How do I help my leader use it to help me? (Development) (01:18:40)	Understand people better. . .	– know ourselves better. . .
Paradigm Shift: helping people move from traditional mindset to strength-based approach. . . (01:19:50)	Stronger relationships through effective use of the tool. . .	Build road if we do it right, strengthen. . .
	Greater realization of talent and potential. . .	How can I use this as a tool to develop my people?
What does it all mean? (01:23:31)	How do I keep the process sustained and ongoing?	Will I get more done?
	Identify leadership pool. . .	Clearer understanding of how it all ties together. . .
	Better assessment of strengths and non-strengths. . .	How to utilize identified strengths and non-strengths. . .
		Paradigm Shift: helping people move from traditional mindset to strength-based approach. . .