



BEYOND THE FUTURE

PI CERTIFIED
Partner



Meritas Advisory Group, LLC
Business & Talent Strategists

The depths of bench
strength with
Meritas Advisory
Group

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How to Connect with Us

Identifying and Developing Bench Strength

Introduction

In today's dynamic business environment, the ability to identify and develop bench strength is a strategic imperative. Bench strength ensures an organization has a pool of skilled and adaptable individuals ready to step into critical roles when needed.

Importance of Bench Strength:

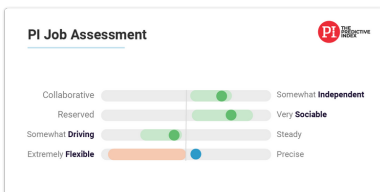
A deep bench mitigates risks associated with talent gaps and fosters a culture of continuous development and agility. Organizations with robust bench strength are better positioned to navigate challenges and capitalize on emerging opportunities.

Collaboration with Meritas Advisory Group:

At Meritas Advisory Group, we understand the nuances of talent development. Our collaborative approach involves utilizing data-driven insights to identify high-potential individuals within your organization. We work with your team to design targeted strategies for nurturing and developing these talents.

Predictive Index Insights:

Leveraging Predictive Index assessments gives us valuable insights into individuals' behavioral styles and cognitive abilities. This data allows us to tailor development plans that align with individual strengths and organizational goals, ensuring a bench that is deep and aligned with the company's vision.



Strategic Succession Planning

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Overview of Succession Planning:

Succession planning goes beyond filling vacancies; it's about creating a roadmap for the future leadership of your organization. This proactive approach ensures a seamless transition of leadership, minimizing disruptions to operations.

Creating Robust Strategies:

Meritas Advisory Group collaborates with organizations to design robust succession planning strategies. We consider not only skills and experience but also the cultural fit and leadership potential of individuals within your talent pool.

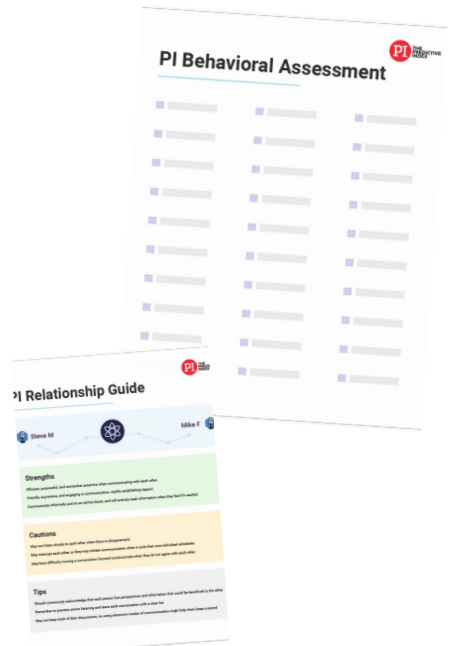
Collaboration with Meritas Advisory Group:

Our partnership involves a thorough analysis of your organization's current leadership landscape. We identify gaps and potentials, working together to build a leadership pipeline that aligns with your strategic objectives.

Predictive Index in Succession Planning:

Predictive Index assessments play a pivotal role in succession planning. They provide insights into leadership styles, communication preferences, and decision-making approaches, ensuring that the identified successors are not only capable but also culturally compatible.

[Click here to take a complimentary behavioral assessment. You will receive a 15 minute professional read back!](#)



TALENT GAP ANALYSIS

The Significance of Talent Gap Analysis:

Understanding the current state of your team's capabilities is the first step towards building bench strength. Talent gap analysis helps identify areas where additional skills or expertise are needed, allowing for targeted talent development initiatives.



Bridging Skill Disparities:

Meritas Advisory Group conducts comprehensive talent gap analyses to pinpoint areas of improvement. We collaborate with your team to design strategies for bridging skill disparities, whether through training, recruitment, or internal development programs.

Collaborative Approach with Meritas Advisory Group:

Our collaborative approach involves engaging key stakeholders in the talent gap analysis process. By incorporating diverse perspectives, we ensure that the resulting strategies align with both the business goals and the unique dynamics of your team.

Leveraging Predictive Index for Analysis:

Predictive Index data enhances the talent gap analysis process. It provides insights into the behavioral traits and cognitive abilities required for specific roles, enabling organizations to make informed decisions about talent development and recruitment.

Leadership Development and Bench Depth



Leadership's Role in Bench Strength:

Strong leadership is the backbone of a resilient organization. Developing leaders within your organization strengthens the bench and fosters a culture of innovation, collaboration, and adaptability.

Tailored Leadership Programs:

Meritas Advisory Group collaborates with organizations to design tailored leadership development programs. These programs go beyond generic training, addressing your industry and organization's challenges and opportunities.

Collaborative Initiatives with Meritas Advisory Group:

Our collaborative initiatives involve working closely with your leadership team to understand their unique strengths and development areas. We then design programs that enhance leadership skills while aligning with the overall talent optimization strategy.

Predictive Index in Leadership Development:

Predictive Index assessments play a crucial role in leadership development. By understanding your leaders' natural behaviors and drives, we can tailor development plans that enhance their effectiveness and contribute to a deeper and more versatile bench.

"The best way to predict the future is to create it."
Peter Drucker

Proactive Talent Optimization

Proactive vs. Reactive Talent Management:

Proactive talent optimization involves anticipating and preparing for future talent needs. This approach contrasts with reactive strategies, which address talent challenges only when they arise.

Collaborating with Meritas Advisory Group:

Meritas Advisory Group specializes in proactive talent optimization. Our partnership involves continuous monitoring of industry trends, organizational dynamics, and individual performance to ensure that your talent strategy remains agile and future-focused.

Shaping a Resilient Future with Predictive Index:

Integrating the Predictive Index in talent optimization ensures that decisions are based on current needs and anticipate future requirements. Predictive Index data provides a forward-looking perspective, helping organizations stay ahead in a rapidly evolving business landscape.

Conclusion:

In conclusion, a proactive approach to talent optimization, coupled with the expertise of Meritas Advisory Group and the insights provided by Predictive Index assessments, empowers organizations to build a resilient and adaptable workforce. Let's embark on this journey together and shape a future where your team is prepared for challenges and poised to excel in the face of change.



Hi, I'm Meri Stockwell.

In today's dynamic business landscape, executive leaders require a unique blend of strategic acumen, innovative thinking, and people-centric leadership to navigate challenges and seize opportunities. As a seasoned Business and Talent Strategist, I bring a comprehensive skill set that aligns perfectly with the evolving needs of executive leaders.

- **Strategic Vision:** Crafting adaptive dream teams aligned with organizational goals.
- **Talent Optimization:** Attracting, nurturing, and integrating top-tier talent for innovative success.
- **Collaborative Innovation:** Fostering agile collaboration to navigate change and sustain growth.
- **Results-Driven Leadership:** Enhancing profitability and ROI through effective leadership and procurement proficiency.
- **Global Leadership:** Navigating cross-cultural environments, ensuring diverse teams deliver measurable value.
- **Process Excellence:** Championing efficiency through process re-engineering and strategic project management.
- **Podcast Hosting:** Leading insightful discussions on talent management and strategic leadership in "Talent Talk & Strategy Stroll."
- **Group and Executive Coaching:** Providing impactful coaching for a culture of learning, adaptability, and sustained success.
- **Leadership Development:** Designing bespoke programs to cultivate leadership excellence.
- **Positive Intelligence:** Certified Positive Intelligence (PQ) Practitioner and Coach, embodying kindness in leadership. Demonstrates the ability to work shoulder-to-shoulder with clients for collaborative success.

- ▶ Certified Predictive Index Partner
- ▶ Certified Talent Optimization Consultant
- ▶ Certified Sourcing Professional
- ▶ Positive Intelligence (PQ) Practitioner and Coach



Co-Host of Talent Talk & Strategy Stroll podcast.



About Meritas Advisory Group

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AS BUSINESS STRATEGISTS

We empower companies to achieve their business goals through people data, leadership development, and team alignment.

- Designing Dream Teams
- Recruiting
- Developing Leaders
- Business and Team Coaching
- Strategic Planning
- Leadership at scale programs

AS TALENT STRATEGISTS

We assist companies in building and maintaining DREAM teams through our Talent Optimization platform.

- Behavioral assessments
- Cognitive assessments
- 360 reviews
- Align team to strategy
- Executive Search
- Interim Placements



AS PROCUREMENT STRATEGISTS

We support companies in designing their team, improving their bench strength, and developing global category management strategies.

- Negotiations
- Risk Management & Mitigation
- Category Management Strategies
- On-demand Resources for Short and Long-term Projects

Meritas Advisory Group is a leading business and talent strategy firm specializing in talent optimization. With a wealth of global experience, we excel in developing individuals and teams to achieve their goals. Our comprehensive services include coaching, consulting, executive search, human resources, advisory, and procurement. With a rich history of delivering value, Meritas Advisory Group has consistently helped organizations achieve their objectives by optimizing talent, fostering leadership development, and building high-performing teams.

CONNECT WITH US

We Design Dream Teams
We Develop Leaders
We Are Trusted Advisors
We Love What We Do!



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