

XP3 Talent Mastery Program

The XP3 Talent System is a scientifically validated turnkey solution designed to accelerate construction companies' ability to hire, train, and retain top talent.

The XP3 Talent Mastery Program empowers your team with *training and hands-on coaching* to fast-track the implementation of the XP3 Talent System, delivering *guaranteed, measurable results within the first 90 days*.

★ ★ ★
GUARANTEE

100%
SATISFACTION

When you follow the XP3 program, we guarantee you'll see measurable results in the first 90 days, or we'll refund our fees!

Results you can expect...

- ✓ **Make better hiring decisions** to ensure that your required staffing levels are always in place
- ✓ Transform your new hires into **passionate, collaborative, productive company advocates** in their first 30 days on the job
- ✓ Unlock your team's full potential to **drive increased productivity and exceptional results**
- ✓ A culture that empowers your team to **achieve optimal performance**
- ✓ Greater employee engagement that will **accelerate all your organization's results**
- ✓ **Dramatically improved Employee Retention:** average first-year rates exceed 85%
- ✓ Overcome time limitations and **maximize team potential**
- ✓ **Become a best place to work** that attracts and retains high-performing employees
- ✓ Achieve organizational excellence and **increased profitability**
- ✓ **Achieve up to 50% measurable improvements** in the first 90 days!



XP3 TALENT MASTERY PROGRAM

First 90-Day Plan & Results

By dedicating about 8 hours per month, we guarantee your construction company's team will develop the skills to hire, train, and retain top talent more effectively.

Month 1

- XP3 Talent System/Talent Mastery Program Overview & Project Plan
- Company Diagnostic & Focus Plan #1
- Employee Engagement (EE) Learning Module
- Mission, Vision, Values Training Workshop
- Talent Acquisition Learning Module
- Talent Acquisition Implementation
- Management Team MPO surveys
- Fill the Candidate Pipeline
- Leadership Accountability Meeting

Month 2

- Talent Acquisition Learning Module Part II
- Talent Acquisition Implementation
- Talent Acceleration Learning Module
- Talent Acceleration Workshop
- Employee Engagement Survey
- Candidate Interviews
- Leadership Accountability Meeting

Month 3

- Career Path & Assessment Learning Module
- Career Path & Assessment Workshop
- MPO Learning Module
- Employee Engagement Results
- Company Diagnostic & Focus Plan #2
- Talent Mastery Program Evaluation
- Talent Acceleration Onboarding for New Hire(s)
- Leadership Accountability Meeting

Month 4 and Beyond

The program continues in 90-day cycles, continually equipping your team with the skills needed to master the art and science of building high-performing teams that drive organizational success.

We will continue to provide coaching, facilitation, and accountability on the topics presented in the first three months as well as introduce new topics and tools that are designed to help you achieving mastery of the **XP3 Talent System**.



As featured in the Amazon bestselling book!