Finding and nurturing non-traditional talent through team building and mentorship with The Predictive Index® as delivered by Founding Partner, Predictive Success

The Organization

MAP Strategic Workforce Services Inc. (MAPSWS) is an industry-led non-profit organization dedicated to advocating inclusive and diverse learning & working cultures in New Brunswicks' skilled trades workplaces through effective mentorship training, diversity network and programs, change management strategies and human resources best practices. MAPSWS was started in 2013 with NB-MAP focusing on mentorship training in the construction industry, as a result of mentorship being a core principle in the apprenticeship system, but often lacking in the workforce. MAP Strategic Workforce Services (commonly known as MAP) was formally incorporated as a non-profit organization in February 2016, as the organization grew to offer more services and programs. MAPSWS currently delivers four services and programs: New Brunswick Mentor Apprentice Program (NB-MAP), New Boots: Progressing Women in Trades (2014), First in Trades (2019) and Skilled Trades Exploration Program (STEP, 2020). Their Predictive Index® (PI) journey began in 2013, when the organization's previous Director implemented the tool for recruitment. Since then, Hélène Savoie-Louis has taken over as Executive Director and continued to leverage The Predictive Index® administered by Certified Partner Predictive Success to bolster their existing training and development workshops.

INDUSTRY
Non-Profit

EMPLOYEES
8

THE OPPORTUNITY

Hélène saw an opportunity to take The Predictive Index® a step further and integrate it into some of the existing programs at MAP Strategic Workforce Services. "Although we still use PI for recruitment, we've turned it into more of a team building tool," Hélène explains. "With the Skilled Trades Exploration Program (STEP), a short term direct route to apprenticeship training program, it works really well this way". Hélène administered the Predictive Index Behavioural Assessment™ during professional development days for program participants, allowing them to discover more about themselves, their communication styles and how their drives and needs fit into the field they are entering. **In addition, the program utilizes tools like the Predictive Index Relationship Guide™ to match participants with the right workplace and the best workplace mentors to ensure quality training and long term growth.** This helps them to ensure they are pairing up the right mentors and mentees. The goal of the mentorship piece is a long-term relationship, and The Predictive Index System® offers scientifically backed tools that can support this goal. "We try to use PI in the context of a helping hand. Who are the personalities that fit well within the context that we need? And it's worked well for us," Hélène shares.

SOLUTIONS

When asked about how The Predictive Index System® administered by Certified Partner Predictive Success has benefited MAPSWS as a not-for-profit organization, Hélène's enthusiasm is palpable. **"There are so many nuggets of information that can be used in tons of different ways,"** she says. The feedback they have received has been overwhelmingly positive. "When we ask the groups about which workshops to keep or cancel, the number one choice to keep is the Predictive Index® Communication workshop," Hélène explains. Her advice to other not-for-profit leaders interested in improving their talent optimization strategy? **"Try the Predictive Index. Open your mind about where it will take your organization and how it can be used in a much broader context."**

✓ **Enhanced team building workshops**

✓ **Improved mentorship opportunities**

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The Predictive Index Behavioural Report™ is a living document that allows you to grow yourself and take your organization along with you.

Hélène Savoie-Louis
Executive Director
MAP Strategic Workforce Services

FOUNDING Partner

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