

For: CEOs, CHROs, and Boards

Published: May 2026 | **Version:** 1.0

GloCoach Talent GPS · Real engagements, real outcomes

Talent GPS in Action

Ten high-impact use cases drawn from real GloCoach client work. Each one is a question a CEO or CHRO is already asking, answered with behavioral evidence in weeks rather than quarters. Together they show what is now possible when AI gives you a precise map of your leadership.

How to read this. Every leader you meet is asking one of these eight questions about their workforce. Skim the table below, jump to the two or three that match where you are right now, and you will see what a 30-day deployment of Talent GPS actually delivers.

THE ROI ANCHOR — USE THIS IN EVERY MEETING

Gallup's microeconomics path: **engaged employees deliver at least 20% higher productivity**, drive engaged customers, and compound into **15-20% higher organizational profitability**.

Right-person-right-role is the engine. GloCoach data: targeted coaching paired with OBA and IGP improves specific behaviors by an average of **40% within 3-6 months**. Talent GPS makes both visible — and actionable — at scale.

WHAT CLIENTS TELL US

"We had spent six months and seven figures with two consulting firms trying to answer the same question. Talent GPS gave us a defensible answer in three weeks."

CHRO

Regional conglomerate, Asia-Pacific (40,000+ employees)

"The Individual Growth Plan changed something in the room. Our leaders read it not as judgment but as investment. We kept the team intact through a transition that would normally have cost us at least two of them."

CEO

Industrial group, post-acquisition transition

"The cross-team rollup let us see patterns we had been arguing about for years. The data ended the argument in a single meeting and the board approved the plan that afternoon."

Head of Talent

Professional services firm, multi-geography

Quotes paraphrased from anonymized client engagements to protect confidentiality. Named client references available under NDA.

The 10 Use Cases at a Glance

#	Use Case	Best For	The CHRO Question It Answers
1	Job Profiling at Scale	Pay band / promotion / job architecture reviews	"What does this role actually require?"
2	Succession Planning	Family groups, regulated industries, founder-led co's	"Who replaces our top 50 if they leave?"
3	High-Potential Identification & Development	Hi-po programs, leadership pipelines	"Are our hi-pos actually hi-pos?"
4	Recruitment & Hiring Quality	Aggressive hiring plans, mis-hire patterns	"How do we stop guessing on senior hires?"
5	Engagement Lift via Manager Quality	Stagnant engagement scores, board pressure	"Which managers are dragging the number down?"
6	Retention of Critical Talent	Tech, banking, professional services, family co's	"Why are our best people quietly leaving?"

7	Ideal Behavior Handbook / Culture Codification	Post-merger, post-IPO, transformation programs	"What does our culture look like in practice?"
8	Workforce Optimization / Restructuring	Cost cuts, RIFs, post-M&A consolidation	"Who do we keep, who do we redeploy?"
9	Role-Specific Competency Profile	Critical / high-volume roles where hiring & promotion repeat	"What does 'great in this role, here' actually look like?"
10	Continuous Performance Management with Real-Time Feedback	Annual-review cultures, OKR rollouts, hybrid teams	"How do I know managers are actually managing, not just filling forms?"

The 10 Use Cases in Detail

USE CASE 01 – JOB PROFILING AT SCALE

"We're rebuilding our job architecture — and we need evidence, not opinions."

Reference client: diversified regional conglomerate, 200+ leadership roles

TRIGGER	Client is reviewing pay bands, promotion criteria, or rewards structure and lacks objective evidence of what each role actually <i>requires</i> behaviorally and cognitively.
WE DELIVER	OBA across the target population + Talent GPS competency map. One assessment, four answers: rewards, promotion, salary structure, talent management.
OUTCOME	In a single 30-minute walkthrough, the client sees their entire job architecture re-grounded in observed behavior — replacing 6-9 months of consultant interviews.

USE CASE 02 – SUCCESSION PLANNING

"Who replaces our top 50 if they walked out tomorrow?"

Applies to: family-owned groups, founder-led businesses, sovereign-fund portfolio companies, regulated industries

TRIGGER	CEO transition, generational handover, regulator asking for documented leadership pipeline, or board-level "key person risk" question.
WE DELIVER	OBA on top leaders + identified successors. Talent GPS overlays readiness on each critical seat — ready now, ready in 1 year, ready in 3 years — with named development gaps.
OUTCOME	A live succession board the CHRO can defend to the CEO and the audit committee. Replaces the static spreadsheet that nobody trusts.

USE CASE 03 – HIGH-POTENTIAL IDENTIFICATION & DEVELOPMENT

"We have 200 talents tagged as hi-po. Which ones actually are?"

Applies to: post-merger organizations, fast-growing groups, family business professionalization

TRIGGER	CHRO suspects "hi-po" is being assigned by tenure or relationship, not evidence. Development budget is being spread too thin.
WE DELIVER	OBA across the hi-po cohort + Talent GPS sort by leadership potential, cognitive depth, and behavioral fit to next role. IGP for each true hi-po. Power Coaching for the top 10-20.
OUTCOME	Hi-po budget reallocated to the 30-40% who are real. Coaching produces an average 40% behavioral lift within 3-6 months.

USE CASE 04 – RECRUITMENT & HIRING QUALITY

"We're hiring 50 senior managers this year. How do we stop guessing?"

Powered by: OBA on shortlisted candidates today; Candid (AI screening) from Q3 2026

TRIGGER	Aggressive headcount plan, post-restructuring hiring drive, localization mandate, or repeated mis-hires at the senior manager level.
WE DELIVER	Pre-defined behavioral target profile for each role + OBA on final 3-5 candidates per role. From Q3, Candid pre-screens the full applicant pool to deliver a ranked shortlist.
OUTCOME	Hiring decisions backed by evidence. CHRO can defend the hire to the CEO, and the cost of a mis-hire (often 1-2x salary) is dramatically reduced.

USE CASE 05 – ENGAGEMENT LIFT VIA MANAGER QUALITY

"Our engagement score is flat. Where do we actually intervene?"

The Gallup ROI story made operational

TRIGGER	Stagnant or declining engagement scores; CHRO under board pressure to "fix" engagement but doesn't know which managers are dragging the average.
WE DELIVER	OBA on the manager population + Talent GPS overlay on engagement data. Identifies the 10-20% of managers whose behavior is materially suppressing team engagement. IGP + Power Coaching for that cohort.
OUTCOME	Gallup's microeconomics path made executable: engaged managers → engaged teams → 20% productivity → 15-20% profitability lift. Now traceable to specific managers and specific interventions.

USE CASE 06 – RETENTION OF CRITICAL TALENT

"Our top performers are quietly leaving. Can we see it before it happens?"

Applies to: tech, banking, professional services, family business transitions

TRIGGER	Recent loss of a key talent, competitor poaching pattern, post-restructuring uncertainty, or compensation review failing to retain.
WE DELIVER	OBA + IGP on the critical 5-15% of the workforce. Talent GPS surfaces growth-needs vs current-role-fit; reveals which top performers are mis-deployed or under-stretched (the leading indicator of flight risk).
OUTCOME	A retention plan grounded in development data, not just compensation. CHRO has a defensible "stay conversation" with each critical talent within 30 days.

USE CASE 07 – IDEAL BEHAVIOR HANDBOOK / CULTURE CODIFICATION

"We have values on the wall. Nobody can tell me what they look like in practice."

Applies to: founder-led groups, post-IPO companies, organizations under strategic transformation

TRIGGER	New CEO defining culture, post-merger value alignment, or board-driven culture audit. Existing competency models that no one references.
WE DELIVER	Talent GPS distills observed behaviors of the top 20% of leaders into a concrete "ideal behavior handbook" — role-specific, evidence-based, and reusable for hiring, promotion, and performance reviews.
OUTCOME	Values move from posters to operating manuals. Every promotion conversation, every hire, every performance review can reference observed behavior — not abstract adjectives.

USE CASE 08 – WORKFORCE OPTIMIZATION / RESTRUCTURING

"We have to cut 15% — how do we keep the right people and redeploy the rest?"

The question landing hardest in 2026. Critical for banking, energy, tech, and groups consolidating post-M&A.

TRIGGER	Cost reduction mandate, headcount freeze, group consolidation, or acquisition-driven duplication. CHRO needs defensible criteria for retention decisions.
WE DELIVER	OBA across the affected population + Talent GPS dimensional sort: who's high-fit-high-potential (retain & develop), who's high-potential-wrong-role (redeploy), who's been carried by tenure. Done in weeks, not quarters.
OUTCOME	Retention decisions the CEO can defend to the board, the regulator, and the workforce. Redeployment options that protect institutional knowledge while right-sizing cost.

USE CASE 09 — ROLE-SPECIFIC COMPETENCY PROFILE

"We hire and promote into this role constantly — but we've never defined what truly makes someone great at it, here."

Applies to: Sales Director, Plant Manager, Branch Head, Senior PM, Underwriter, Regional Ops Lead — any role hired or promoted into repeatedly

TRIGGER	A specific role or function carries disproportionate weight on the P&L and gets hired or promoted into repeatedly, yet you have never moved beyond a generic JD or a borrowed competency dictionary to describe what excellence in that role actually looks like at <i>your</i> company.
WE DELIVER	OBA across a curated cohort of strong and average performers in the same role/function (typically 8-20 incumbents). Talent GPS surfaces the behavioral signatures that converge among the strongest performers — distilling your own unique competency profile for that role, with detailed observable behaviors, not generic labels.
OUTCOME	A role-specific behavioral standard grounded in your own evidence. Becomes the yardstick for hiring (interview signals), promotion criteria, IGP focus, and successor identification for every future occupant of that seat.

USE CASE 10 — CONTINUOUS PERFORMANCE MANAGEMENT WITH REAL-TIME FEEDBACK

"Our annual review is a paper exercise. By the time the conversation happens, the year is over."

Applies to: stagnant annual-review cycles, OKR-driven cultures, hybrid and remote workforces, organizations rolling out OKRs or KPIs

TRIGGER	Performance reviews have become administrative theater. Goals set in Q1 aren't revisited until December. CEO or board wants continuous, evidence-based performance management, but HR cannot add another meeting cadence on top of an already-busy workforce.
WE DELIVER	TBase as the shared, lightweight surface where manager and direct report exchange real-time updates on annual objectives, OKRs, and KPIs — captured as they happen, not reconstructed at year-end. LANCE then runs structured feedback conversations on what's been logged: surfacing drift early, coaching managers on the quality of their feedback, and producing development-grade signal that feeds straight into IGP-style growth plans.
OUTCOME	Performance management shifts from a once-a-year ritual to a continuous, behaviorally-grounded loop. Staff feel heard mid-year, managers get coached on giving better feedback, and HR has real-time visibility into where the workforce is on or off-track — without adding a single weekly meeting.

What a 30-Day Pilot Looks Like

Most clients begin with a focused pilot on the question keeping them up at night. Pick the population, name the question, and we run end to end in four weeks: structured AI interviews (LANCE) with each leader, multi-sponsor input, a behavioral profile and Individual Growth Plan per person, plus a Talent Analytics rollup that shows the patterns across the cohort. By week four you have an executive debrief that turns the data into a decision set.

Resources to Read Before We Speak

- **OBA Reader Guide:** glocoach-oba-reader.netlify.app — how to read your leadership behavioral profile.
- **IGP Reader Guide:** glocoach-igp-reader.netlify.app — how to read the Individual Growth Plan each leader receives.
- **Pilot Walkthrough:** glocoach-pilot-playbook.netlify.app — the end-to-end flow of a Talent GPS pilot.

SEE IT ON YOUR TEAM

The fastest way to evaluate Talent GPS is to run it. Bring us one question about your leadership and the population it affects. We map it to a pilot you can defend to your board in four weeks.

[Book a 30-min call](#)