



Keynote Speeches

Seminars

Workshops

MELANIE SHAFFER

FOUNDER AND PRESIDENT,
TALENT SUITE LLC

TalentSuite
Unlocking People Performance

MISSION

My years in recruiting taught me that quick hiring, band-aid fixes and people being misaligned to the work they were hired to do are usually the culprits in an unproductive workplace. I founded Talent Suite with a mission to help executives build more productive, efficient and profitable businesses by maximizing the potential of their employees.

I bring engaging, real-life employer case studies to each speaking session. I'll help you understand what motivates your workforce, how employees and teams can communicate more effectively, and how executives and their teams can tap into individual strengths and minimize blind spots to get the best performance from one another. In other words, my mission is to focus on data, not drama.



BIO

Melanie Shaffer and the entire Talent Suite team diagnose talent-related pain points that keep organizations from achieving their highest potential. She marries data with proven methodologies to help business leaders attract and retain the best talent by:

- ✓ Getting the right people in the right seats at the right time
- ✓ Designing and aligning optimal teams
- ✓ Identifying new leaders, and helping them grow into bigger, better work

Melanie has served hundreds of clients over the span of her career in talent management and executive recruiting. She consistently ranked in the top 5% of recruiters in a \$1 billion, publicly held recruiting firm before moving to a Managing Partner role in the CFO Suite. She was a two-time winner of the SMU Cox Dallas 100 fastest growing companies award. In 2018, she founded Talent Suite, LLC, with a mission to build stronger, more productive workplaces and people by teaching companies how to align their people strategy with their business strategy.

Melanie is a frequently requested speaker for Vistage groups throughout Dallas. She also facilitates Leadership Dallas, the Dallas Regional Chamber's executive program. She has presented at D CEO magazine's Women's Leadership Symposium and sat on the Dallas Business Journal's leadership panels. She has also presented at HR Southwest's annual conference.

In addition to being an engaging speaker and facilitator, Melanie is a Talent Optimization Certified Consultant, a Predictive Index Certified Partner and a Gallup Certified Strengths Coach.

SPEAKING STYLE

Melanie is a highly energetic, collaborative and passionate speaker. Her talks provide focused, actionable tactics that attendees can deploy immediately. She is equally adept at giving keynote speeches in front of large audiences, and leading small, focused roundtable sessions where attendees share pain points and best practices with each other. Melanie brings three important elements to each presentation:



Balance

Melanie understands the need for both structure and improvisation. She prepares in advance based on the desired theme, but always leaves room to respond to each group's unique needs and questions, even if that means going off script for a while.

Generosity

Melanie offers audiences something new and valuable. People leave her presentations with an idea, information or inspiration that they didn't have before.

Humanity

Melanie understands the "human element" and avoids slick, over-rehearsed presentations. She connects on a more individual and approachable level.

TESTIMONIALS



Melanie hosted a breakout session for executives at our D CEO Magazine Women's Leadership Symposium. Her ability to understand what topics resonate most with executives is unmatched. She delivers her message with energy, enthusiasm and credibility from her years working across a variety of sectors.

— **GILLEA ALLISON,**
PRESIDENT, D MAGAZINE PARTNERS

Melanie is one of those people whom you meet and remember for a very long time. She delivers a level of energy and enthusiasm that is contagious. I've worked with Melanie on several different projects ranging from panel discussions, training sessions and other speaking gigs. Each and every time I learn something new that I can use immediately in my professional life. I feel like I should thank her after every conversation we have.

— **OLLIE CHANDHOK,**
MARKET PRESIDENT AND PUBLISHER,
DALLAS BUSINESS JOURNAL



Melanie has been a wonderful consultant for our organization. Her expertise demystifies people issues and breaks down the proven science behind how to build, motivate and cultivate high performing teams.

— **BRIAN MOUNT,**
CEO OF TEMPO AIR

TESTIMONIALS



Melanie spoke at a workshop for one of my fast-growing clients, who needed help making the right new hires. Her approach was hands-on and collaborative. She built trust with the group early, and we all left the discussion with hiring insights we could put to use right away.

— **LEONARD LYNSKEY,**
CERTIFIED ENTREPRENEURIAL OPERATING
SYSTEM IMPLEMENTOR



Melanie illuminates the decision-making power of Predictive Index. She helps business leaders understand how to hire the right people, deploy them strategically in their organization, and empower them to deliver great results.

Melanie understands the sense of urgency driving today's leaders, and her workshops blend empirical data, meaningful insights and compelling storytelling to make believers of skeptics. I know: She's worked with at least six of my CEO clients and they all value her tremendously.

— **GREG BUSTIN,**
AUTHOR, SPEAKER & VISTAGE MASTER CHAIR



SPEAKING TOPICS

Melanie will design a custom topic based on your organization's unique challenges or goals. She is comfortable speaking in front of large groups, or facilitating workshops and training sessions. Her talks frequently focus in the following five areas:

Dream Teams: Building Teams that Serve Your Business Goals and Your Employees

The best employees are able to flex and adapt— and play different roles on different teams at work. This session focuses on how to help your employees understand the role they serve on each team, and how to build better teams to both serve your employees' needs and your company's productivity goals. We'll help you:

- ✓ Identify gaps in your existing teams and strategize how to fill them;
- ✓ Determine which employees are suited to which roles on different teams;
- ✓ Create opportunities for mobility within or between teams;
- ✓ Communicate with employees about how their team goals serve the broader company goals.

Triple Threat: Putting the Right People in the Right Seats at the Right Time

The best employees are able to flex and adapt— and play different roles on different teams at work. This session focuses on how to help your employees understand the role they serve on each team, and how to build better teams to both serve your employees' needs and your company's productivity goals. We'll help you:

- ✓ Develop an intentional strategy to recruit and retain the right employees;
- ✓ Determine what drives your existing employees to produce at maximum capacity and how to foster that within your leadership and culture;
- ✓ Apply proven methods and best practices for identifying and promoting high performers;
- ✓ Create aligned teams with diversity of thought to maximize productivity and innovation.



SPEAKING TOPICS

Matching your People to your Business Strategy

Designing and building high-performance teams and organizations requires a talent strategy that is constantly evolving. This interactive session helps participants evaluate their company's current talent strategy against best practices at both the organizational and team levels. In this session we'll show you the best ways to:

- ✓ Identify gaps in your existing teams and strategize how to fill them;
- ✓ Determine which employees are suited to which roles on different teams;
- ✓ Create opportunities for mobility within or between teams;
- ✓ Communicate with employees about how their team goals serve the broader company goals.

The Platinum Rule in the Workplace: Understand Employees First, then Drive Performance

The key to building high performance teams is individually understanding each team member's needs so you can feed those needs. When those needs are met, performance improves. We call this The Platinum Rule. In this session you'll learn ways to:

- ✓ Understand employees' motivators and blind spots, using data;
- ✓ Adjust your approach based on an employee's individual needs;
- ✓ Build teams where each employee's needs are being met, therefore ensuring better teamwork and productivity.



TARGET AUDIENCE

- ✓ C-suite executives
- ✓ Human Resources leaders and recruiters
- ✓ Vistage groups
- ✓ Young Professionals Organizations
- ✓ Affinity groups (Lawyers, EOS Implementers, Women Executives)

CONTACT US

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