

# Thomas PPA SYSTEM

This two-day training provides global accreditation for the use and application of the Thomas Personal Profile Analysis (PPA) System, which is a work-based, assessment tool for assessing people, jobs and teams accurately and objectively to deliver business goals.



## Benefits to the Organization:

Trained Thomas Analysts will gain skills to:

- Hire top talent the first time
- Improve employee engagement
- Coach managers to motivate and retain talent
- Facilitate in-house self-awareness training - retention tool
- Identify "high potentials"
- Become an in-house Thomas System Analyst

## Benefits to the Trained Thomas Analyst:

- Learn how to objectively evaluate and align jobs with the corporate culture and business objectives of the company (Job Profiling tools that drive business results)
- Learn how Thomas applies a scientific "Goodness of Fit"
- Membership to the Thomas North American Client Resource Site with many valuable and free downloads to make your job easier (slides for workshops, interview guides, library of job profiles, summary sheets for your learning)
- Increase your self-awareness, personal leadership style and effectiveness with others through an in-depth analysis of your own PPA results, your strengths, possible challenges and impact on others
- Gain new communication skills for interviewing, coaching and developing people by learning to "read graphs" and debrief profiles
- Gain new insights into work relationships with direct reports, managers and teams to improve relationships on the job
- Receive a certificate which has global recognition by Thomas International
- Participate in group discussions and networking



## Thomas Assessments help clients deliver ROI:

*"Profiling our drivers has enabled us to understand them better, train them more effectively and reduce the avoidable accident rate by 50% in the last 12 months - there is still room for further improvement and we are committed to continuously seeking to better ourselves."*  
BOC Sureflow

*"The sales professionals have positively responded to the Thomas PPA workshops and have been so grateful that our company has done this for them. Employees have also benefited from this especially in terms of enhancing their interaction with others. Overall, the program is supported by all the Senior Managers as they see the value in the results and have endorsed the Thomas PPA Profiling to be part of our training curriculum."*  
Cushman & Wakefield LePage

## GET STARTED!

To register for the Certification Training visit:

[www.thomasus.com](http://www.thomasus.com)  
or call  
1-888-597-6455

Toll Free: 1-888-597-6455  
[www.thomascan.com](http://www.thomascan.com)  
[www.thomasus.com](http://www.thomasus.com)

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**Thomas**   
Solving your people puzzles

## Highlights of the Agenda

### Day One

- Understanding the language of DISC
- Points to Review and Reading Graphs
- On-boarding case study
- Developing a Job Profile for a key role in your organization

### Day Two

- Debriefing graphs and generating discussion for self awareness and development
- Candidate to Job Comparison and Goodness of Fit
- Short overview of assessing training needs, modifying to manage and team culture analysis

## 2010 Certification Training Schedule

### Mississauga, ON

February 3 & 4  
March 3 & 4  
April 14 & 15  
June 9 & 10  
August 11 & 12  
September 22 & 23  
October 20 & 21  
November 17 & 18  
December 8 & 9

### Vancouver, BC

April 21 & 22  
October 20 & 21

### Montreal, QC

April 21 & 22  
October 20 & 21

### Fort Lauderdale, FL

Feb 17 & 18  
May 11 & 12  
Oct 20 & 21

## Thomas Analysts Say:

*"Thomas International is a first-class organization. This session was well organized and welcoming."*  
Anne, First Canadian Title

*"Excellent content – Solid practical application and an energetic instructor with a lot of passion and knowledge on the subject matter."*  
Gil, Director of OD, Citrix

*"Very helpful to understand the capability of the tools and the application of PPA. Can envision many excellent applications."*  
Mike, Director HR, Mercury Marine

*"I found everything very effective, interesting and completely applicable on the job. There is nothing I won't use!!"*  
Emily, SNC Lavalin Profac

*"The Thomas profile is an excellent tool and now that I am a certified administrator I can use this tool fully."*  
Franca, HB Group Insurance Management Ltd.

*"High energy! Enthusiastic! Interesting speaker, informative and entertaining."*  
Kathy, Recruiter, LoyaltyOne

*"The Thomas International assessment is a valuable tool that our Workforce One Business Development Specialists use to assist our case managers match a customer to job vacancies."*  
Margaret, WorkForce One