

Certificate of Achievement

Awarded to

Jordan Ruiz

Completion of the Talent Academy for Leaders

(32 of 32 Hours – February 19, 2026 – Meridian International)



Certified by:

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VP of Talent Development
Talent Authority

1/1/2026	Leading
1/8/2026	Personality Styles (DISC)
1/15/2026	Communicating
1/22/2026	Coaching

1/29/2026	Conflict
2/5/2026	Interviewing Engagement
2/12/2026	Change
2/19/2026	Teamwork

TALENT ACADEMY FOR LEADERS
(program content for modules attended | see certificate of achievement)

Leadership Success.

What defines success for a leader? This course presents a roadmap, guiding leaders to enhance self-awareness and define their leadership path. Participants create a personal leadership journey across four areas, focusing on three core items they feel are crucial for success within their organizations. Equipped with a renewed "Leadership Mindset" and heightened self-awareness, leaders are better prepared to embark on a transformative journey, positively impacting themselves and those around them. At the conclusion of this module, participants will complete the DISC assessment. Key Takeaway: Leaders create a personal development plan for themselves, which they can replicate with direct reports.

Understanding Personality using the Everything DiSC Style.

Understanding personality is often overlooked in workplace discussions unless it disrupts productivity. This course enables leaders to recognize how personality influences the workplace. Through the DiSC assessment, leaders discover their management style and gain insights into effectively directing, delegating, and motivating their teams. At the conclusion of this module, participants will complete pre-work that will give them insight into their interpersonal skills. Key Takeaway: Participants receive unlimited access to DISC Catalyst, which is an online resource allowing them to compare themselves to others within their organization that has taken a Talent Authority DISC assessment, build teams, identify others' styles, adapt to those styles so that insights can be applied daily.

Communications.

Without question leaders need robust interpersonal skills. This course provides tools for leaders to build rapport, establish trust, foster accountability, and inspire action. Participants learn best practices for engaging and mobilizing talent, offering feedback, and documenting conversations to ensure task success, equipping them with the foundational skills for impactful communication. When individuals have this foundation knowledge coupled with personality insight, they are well equipped to coach, handle conflict, engage talent, deal with change and harness teamwork. Key Takeaway: Using skills learned, leaders plan an important upcoming discussion they have with another.

Coaching.

Effective coaching is critical for today's fast-paced workplace. Leaders learn to assess priorities, understand talent capabilities, and maximize every coaching opportunity. This course covers various coaching types and four essential coaching techniques, helping leaders navigate challenging situations, boost engagement, and show appreciation. Leaders leave equipped to support both top talent and underperforming individuals for continuous improvement. Key Takeaway: Leaders practice the coaching techniques covered by coaching a fellow participant in class with a situation they are facing.

Conflict.

Personality greatly influences conflict response, making it crucial for leaders to navigate both productive and destructive conflict. This course provides tools so that leaders identify early signs of conflict, encourage productive debate, and de-escalate tensions to prevent workplace disruptions. Building on to personality, communications and coaching courses, leaders develop and practice skills to handle conflicts before they impact team performance or productivity. Key Takeaway: Each attendee assumes a specific personality and role that a fellow participant is tasked with coaching.

Interviewing and Engagement.

The entire talent lifecycle—from interviewing to retention—contributes to organizational success. This course provides the tactics leaders need to refine their interviewing techniques, onboard efficiently, and foster engagement to retain top talent. Leaders learn to select individuals whose skills and values align with organizational goals and receive strategies for creating a supportive environment that enhances job satisfaction and performance so that top talent remain engaged and can be retained. Key Takeaway: Participants are provided with turnkey interview, engagement and retention questions, which can be customized to their environments.

Change.

Successful change requires leaders who can transform resistance into enthusiasm. This course focuses on the "how" of leading change, equipping leaders to recognize resistance, secure team buy-in, foster agility, and create a positive environment for change. Leaders gain tools to guide their teams smoothly through transitions, making them more receptive and committed to new initiatives. Key Takeaway: Participants identify a change situation, individuals involved, personality types and map a strategy to gain the buy in of all team members.

Teamwork | Capstone Course

Teamwork is essential to workplace success. In this capstone course, participants practice five teamwork skills as they collaborate on presentations and address realistic scenarios that apply course competencies. This final course reinforces the entire curriculum, boosting leaders' confidence and preparing them to continue their leadership journey beyond the Talent Academy. Key Takeaways: Participants (1) complete a post-program assessment, which they can compare to their pre-score; (2) recap the full program's content, (3) discuss leadership challenges through case studies and (4) develop a continued plan for development.