



# Accelerating Performance™

## OVERVIEW

Every leader has an obligation to accelerate their organization's performance by harnessing the potential of those that they lead. This one-day program provides a proven method for maximizing individual contribution through the use of clear, *outcome*-based goals, objective assessment *and* constructive feedback that links to the organization's performance management system. When applied in an esteeming manner that recognizes the value of each employee's contribution and input, the overall performance of the organization truly does accelerate.

## THE PROGRAM

The session begins with an engaging simulation designed to drive personal conviction for the behaviors required to achieve maximum results. Participants will experience the benefits of setting outcome-based goals, upfront planning and taking appropriate risks to deliver results.

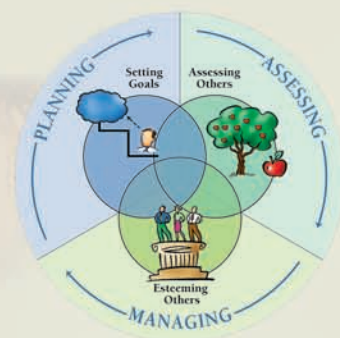
Using the simulation experience as a basis for discussion and analysis, participants apply three critical skills for accelerating performance:

1. *Setting outcome-based goals*
2. *Esteeming others*
3. *Accurately assessing performance*

The program uses a series of individual and group exercises, case studies and group discussion to classify and explain effective leadership behaviors that accelerate performance. Each workshop concludes with the creation of individual action plans.

## KEY LEARNING POINTS

- Create performance expectations by setting clear, measurable, outcome-based objectives
- Develop the skill and conviction necessary to frequently assess employees against established objectives
- Apply techniques to ensure leaders are having strong, performance-based conversations that are results focused
- Recognize the value and potential within each individual, and understand the leader's obligations around releasing that potential



## PRACTICAL DETAILS

- Full day session
- Workshops may range from 10-40 participants
- Delivery may be tailored to any leadership level
- Customization options available