



Business Focus: Productivity & Performance

As a decision maker, do you concerned with ...

- Increasing productivity of current staff?
- Retaining key people?
- Reducing the downsides of the merger?
- Improving poor teamwork?
- Having the right people for the future?

To successfully answer these questions, leaders must examine both sides of the business coin – the “**what**” side and the “**how**” side.” The “**what**” side represents products, services, sales, ROI; the “**how**” side represents the way in which you and your people work together to produce those results. Ignoring either side stacks the odds for success against you.

Work In Progress Coaching helps you stack the odds in your favor.

We teach people *how* to think and act in ways that produce breakthroughs in the *whats* – your business results.

Our customized solutions develop you and your people to:

- create new views of what’s possible
- maximize talent and resources
- deliver high-performance results.



Our web-based capability makes data collection simple and extremely cost-effective and creates powerful tools to analyze performance-critical trends and patterns, dramatically increases your organizational intelligence. Our programs link developmental goals to practical, measurable payoffs and coach people to sustain their new-found performance power.

**The choices you make today create what’s possible for the future.
Working together, we’ll help you reach the future of your choice.**



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Even a great answer to the wrong question won't be helpful. Finding the best solution starts with asking the right questions that explore underlying issues.

Corporate Decision Making

What structure do we need?

Focus

- Setting effective structure
- Team/departmental integration
- Integration after mergers, acquisitions, restructures

Our approach: Organizing to match roles with available human resources minimizes problems, speeds up implementation of change and maximizes performance. We collect essential information and present the best options to corporate decision makers.

Management Decisions

How can I make sure I have the people I need for future demands?

Focus

- Clarifying role requirements
- Solving team performance problems
- Evaluating bench strength against anticipated demands

Our approach: Resource allocation is a critical management skill. Many performance problems can be traced to a poor use of resources. We enable managers to match roles and resources, anticipate needs, and deal with root causes of poor performance.

Change Management

How can I deal with performance issues without lowering morale?

Focus

- Diversity issues
- Performance issues
- Development strategy
- Developmental programs

Our approach: Change can produce problems if underlying issues are ignored. Solutions that are applied without understanding the root cause fail because they address the wrong issues. We find the patterns and illuminate the root causes of the problems. We then present the most workable options, given the resources available and the prevailing context, and coach the implementation of your action plans.

Executive Coaching and Succession Planning

How can I improve the 'fit' between people and jobs?

Focus

- Developmental plans
- Career choices
- Motivational issues
- Role-to-person fit & Succession planning

Our approach: Much executive coaching takes place in a personal context with the needs of the organization secondary. We link coaching goals directly to the identified business needs. Consequently, plans are more practical and payoffs are mutually sustainable for both the executive and organization.