



Developing People isn't a Check-Box – It's a Commitment

Whether you are a small business owner or Fortune 500 CEO, in the for-profit or for-benefit sector, your success hinges on the value you deliver. As a leader, you deliver value to and through your team. Delivering value requires a clear strategy and aligned people to implement it. If the people aren't working together, even the best strategy will fail. Work In Progress Coaching develops leaders who value people and resource them to deliver value for the organization.



Talent development is a strategic commitment, not a check-box. The challenge: **Find** the right people (*often, they're right in front of us*), **Develop** them (*in ways they want and the organization needs*), **Retain** them (*until it no longer serves them or the organization*). Our approach opens up possibilities, never puts people in a box. The tools we use within the process provide data that is useful now and valuable for future developmental efforts.

Understanding how people prefer to deal with control, conflict and communication, plus the ambitions that naturally motivate them creates high-performing relationships which satisfy both individual and organizational goals.

Talent Management & Development Using Performance Style & Ambitions®

Business Applications

- Benchmarking/Best Person-to-Role Fit
- Developing High-Potential Employees
- Understanding Job Candidate Preferences
- Understanding Interpersonal Relationships
- Understanding Team Dynamics
- Improving Communications
- Resolving Conflict/Performance Issues
- Planning for Executive Succession
- Creating Employee Performance Plans
- Coaching to Increase Productivity

Part 1 - Performance Style

DISC is known to be one of the most validated, reliable assessment tools available. Rigorous statistical analysis of response patterns of other people who have completed the questionnaires means we have a great deal of confidence in our questionnaire and an individual's specific results.

The Performance Style portion examines the individual's preferred method of completing tasks on the job, as well as their preferred communication style. The report describes the individual's preferences and recommends how the manager and teammates may wish to work with them to create an optimal job environment and maximize job satisfaction.



