

CREATING AN ENGAGED WORKFORCE: KNOW “WHO”, THEN “WHAT”



THE DEBATE IS OVER: “WHO” TRUMPS “WHAT” EVERY TIME!

"First, if you begin with "who," rather than "what," you can more easily adapt to a changing world. Second, if you have the right people on the bus, the problem of how to motivate and manage people largely goes away. . ."

Jim Collins, Good To Great

WHAT DOES IT MEAN TO BEGIN WITH “WHO”? IT MEANS TO FOCUS ON KNOWING WHO PEOPLE ARE—THEIR STRENGTHS AND MOTIVATIONS — BEFORE FOCUSING ON WHAT YOU WANT TO ACCOMPLISH.

TRADITIONALLY, THIS KNOWLEDGE HAS BEEN BASED ONLY ON PAST PERFORMANCE AND GUT FEELINGS. NOW, IT CAN BE GROUNDED WITH DATA. THIS DATA, TOGETHER WITH THE WORK IN PROGRESS COACHING PROCESS, BUILDS TRUST AND MAKES IT POSSIBLE FOR PEOPLE TO CREATE AND DELIVER ON INSPIRING NEW FUTURES. THIS KNOWLEDGE IS A GAME-CHANGER.

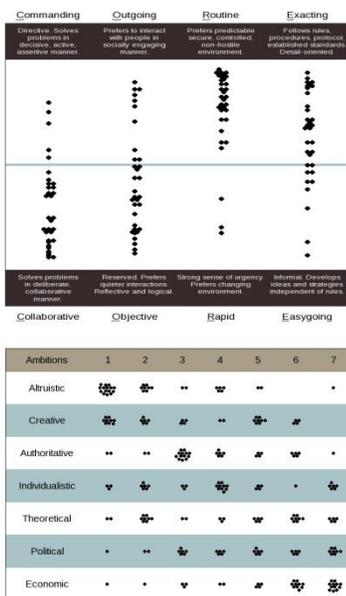


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Leaders deliver value by resourcing others to perform well. If people aren't working well together, even the best strategy will fail. Individual stars no longer carry the day – teams working well together do.

Giving people a way to understand how to work well together to achieve business goals provides the organization its best return. In this process, leaders and their teams will graphically see and explore their team's culture, including their capacity to change and risk, approach to solving problems, willingness to collaborate, communication preferences and ambitions. After Session 1, the team practices what they've learned and returns to Session 2 to expand their performance by applying new knowledge to a specific business challenge.

Imagine these are the graphs of your team:



- What are you curious about?
- Are you connecting with what matters to your team?
 - Are managers leveraging diverse strengths?
 - How does your team relate to change?
 - How would it help the team collaborate better?
 - Are you taking advantage of the outliers' viewpoints?
 - What preferences serve which customers?
 - Which ambitions create collaboration? Friction?

Session 1: In these 4-hours, the team will ...

- ✓ Identify the team's style
- ✓ Explore impact of communication preferences
- ✓ Learn how to communicate effectively with different styles

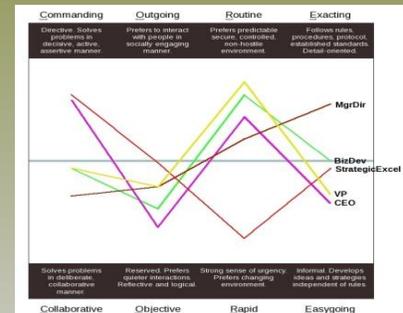
Session 2: In these 2-hours, the team will ...

- ✓ Create solutions to business challenges
- ✓ Explore Talent Meters
- ✓ Explore how ambitions impact performance
- ✓ Design practices to implement learning

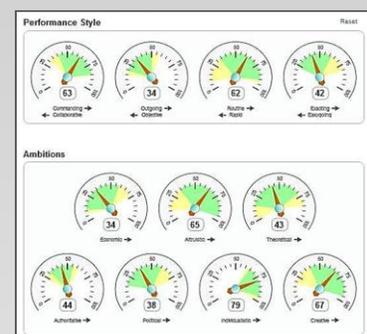
Delivered onsite or virtually, this process gets to the heart of the matter quickly.

Now's the time to energize your workforce. Call us and let's get started.

- What if you could see what causes miscommunication?
- What if you could pinpoint a team's effectiveness?
- What if you knew how to strengthen what's working, clear up what isn't?



Robust data mining reveals patterns so decisions are informed by data, not just gut.



Additional Applications

- Profile, develop hi-potentials
- Improve hiring process
- Create focused performance plans
- Resolve performance issues
- Accelerate team performance
- Succession planning

