



Workshops that Invest Employees In Company Success

Employee surveys don't measure happiness or satisfaction. If designed and used correctly they can tell you if your company's culture supports excellent performance ... And where it can improve.

The surveys of 30 million employees at 100,00 organizations over more than a decade tell us to treat those you work with like investors – of their emotional energy, their intellectual power, and their actions.

Making that mind shift in a hybrid work world makes it harder than ever, but more necessary, as well.

A lot of old habits have to be tossed; others need to be embraced; and still others need to be invented.

Our job is to guide you through the process. It starts with defining the role of the leadership team and the expectations of managers.

1 Define Success

The What and the Why of your company with implied metrics

2 Infuse Values

The behaviors necessary to accomplish the Vision of Success.

3 Set Objectives

The ELT sets annual objectives. They also set quarterly objectives with input from direct reports that feed the annual objectives.

4 Initiatives

The tactics, campaigns and efforts the company uses to pursue their objectives.

5 Key Results

These are the metric-driven levers you pull to show the initiative is working and aligned with objectives.

Building Better Leadership Teams

HALF-DAY WORKSHOP

Audience: SLT

- The role of the SLT is the What and the Why. The role of managers and employees is How.
- Get the most out of your values and how they influence your success.
- Set measurable objectives that flow from your definition of success and your values.

Lead People; Manage Work

FULL-DAY WORKSHOP
or four 1-hour, on-line workshops, a week apart.

Audience: SLT & Managers

- Increasingly, managers are expected to lead, and leaders are expected to manage ... How do you enforce the difference in your organization.
- Three primary functions of managers and leaders: Removing barriers; Building trust; and Defining success.
- Understanding how the company makes money makes metrics real.

Contribution Management

FULL-DAY WORKSHOP

Audience: SLT & Managers

Simple, Clarifying actions that make a big difference

We make a strong, evidence-based case for replacing performance management with contribution management, in which it is everyone's responsibility to learn something new.

The biggest indicator of the value of this growth mindset approach is this research:

The single best determiner of organizational success is how committed leaders are to acting on the content of weekly 1:1s with direct reports.

These 1:1s are built around versions of 4 questions vital to the company's success – what are you doing, what are you doing next? what barriers are you running into? and how can I help?

The power of an organization continually asking these questions is hard to over-state.

More than any other leadership activity this one habit results in high-performance outcomes and keeps the company on course.

