

2023-2024 Leadership Programs and Consulting Solutions





Your managers have a direct impact on productivity, engagement, diversity, and innovation. Acceptable skills produce acceptable results, and great skills produce great results. Real improvement in the abilities of your managers produces the highest ROI of any investment you could possibly make.

For over 40 years, Performex has moved the needle by offering developmental programs and consulting services that improve the ability of managers and companies to get better results. Whether we are working with engineers, IT professionals, or high-potential candidates from other functions, we have a proven track record of making real and lasting behavioral change. Just ask our alumni.

We hope you contact us soon to learn more about the Performex difference.

A handwritten signature in black ink that reads "John".

John Bruce
President and Chief Operating Officer

Real and Lasting Behavioral Change

The creation of real and lasting behavioral change is the guiding principle behind our programs and the selection of our coaches and consultants. Authentic, transformational change governs our decisions regarding what we do and what we choose not to do. If we cannot make a real difference on your team, we will not pretend to try.



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Why Performex?



■ A Development Approach That Focuses on Results

Our unique development approach combines behavioral assessments, immersion workshops, embedded coaching, and best-in-class content. Our proprietary content is grounded in neuroscience and has been perfected over our 40-plus-year history. It has proven its excellence time and time again by helping even the most challenging managers refine their skills. We recognize complex skill development and behavioral improvements don't just happen. It takes intense experiences, an individualized approach, and frequent and meaningful touchpoints to make real and lasting change happen.

By achieving rapid self-awareness, ownership, and creating a strong drive for improvement, we see faster and more sustainable results than typical classroom training or executive coaching. By adding embedded coaching, we extend the learning process, introduce more specialized content, and ensure full implementation of development plans.



Transformational development does not require a huge time investment, but it does take a cadence that keeps participants engaged and dedicated to the process. Each interaction we initiate is both efficient and designed to sustain the momentum for improvement.

■ Real-World Experience

Our facilitators, consultants, and coaches are former executives who excelled in the business world — and they have the bumps and bruises to prove it. They are a diverse team with different corporate backgrounds, and they are unified by one passion: a strong desire to give back to the next generation of business leaders. Every Performex consultant has unique insights from leading at the highest levels and excellent storytelling skills to share these experiences. Our team creates safe and engaging learning environments that make change enjoyable.

■ 24/7 Unlimited On-Demand Consulting

Challenges do not follow a convenient schedule or conform to a set number of interactions. That is why we are here for our participants when they need it most — 24 hours a day, seven days a week.



When people grow, businesses thrive.

■ **Performex accelerates business results by measurably improving the performance of people and organizations.**

The Performex Promise: Rapid, tangible results.

With over 40 years of experience collaborating with the most successful companies in the world, our deep perspective allows us to quickly diagnose and offer sure pathways to organizational excellence.

Client Satisfaction

Allergan, American Electric Power, Assurant Solutions, Broadcom, Medtronic, General Electric, Haemonetics, The Hershey Company, JSR Micro, Kimberly-Clark Corp., MAU Workforce Solutions, Nexeo Solutions, Novelis, Parker Aerospace, Truist Bank, Verizon

Leadership Excellence Programs

- **Performex offers development programs for leaders at all levels from individual contributor to senior management.**





Performex Programs AT A GLANCE

	SUMMIT™	ZENITH™	SHERPA™	TREKKER™
Who Should Attend	Experienced high-potential/ critical managers or “managers of managers.”	Newer managers with a team of primarily professionals.	Frontline supervisors who manage primarily hourly employees.	High-potential/ high-retention-risk individual contributors.
Objective	<i>Provide transformative leadership skills to significantly increase team’s engagement, effectiveness, and capability.</i>	<i>Provide management fundamentals to direct team to exceed their operating objectives.</i>	<i>Provide management fundamentals to direct hourly team to exceed operating objectives.</i>	<i>Provide tools to achieve excellence in current role and support career growth.</i>
Focus Competencies	<ul style="list-style-type: none"> • Self-Awareness • Advanced Communication • Strategic Planning • Coaching for Development • Delegation • Engaging and Inspiring • Reviewing 	<ul style="list-style-type: none"> • Self-Awareness • Effective Communication • Difficult Conversations • Leading with Courage • Servant Leadership • Managing for Accountability • Developing the Team • Achieving Superior Results 	<ul style="list-style-type: none"> • Self-Awareness • Communication • Setting Goals and Expectations • Creating Accountability • Providing Feedback • Coaching for Performance 	<ul style="list-style-type: none"> • Self-Awareness • Selling Ideas • Influencing Outcomes • Self and Team Accountability • Personal Branding • Coaching Peers
Program Structure Overview	Structure: <ul style="list-style-type: none"> • 3 Workshops: Bootcamp, Influencing and Advanced Coaching • 6 Performex Executive Coaching Sessions • 2 Development Plans Duration: 12 months	Structure: <ul style="list-style-type: none"> • 2.5-Day Bootcamp • 4 Performex Executive Coaching Sessions • 1 Development Plan Duration: 9 months	Structure: <ul style="list-style-type: none"> • 2-Day Bootcamp • Coaching: Performex or Internal • 1 Development Plan Duration: 6 months	Structure: <ul style="list-style-type: none"> • 2-Day Bootcamp • Coaching: Performex or Internal • 1 Development Plan Duration: 6 months
Delivery Options	Open-enrollment sessions or on-site	On-site or virtual	On-site	On-site or virtual



SUMMIT™ Leadership Excellence Program

Transforming High-Potential into High Performance

Performex's flagship development program is designed for high-potential managers and managers of critical technical functions. This program accelerates attendee's preparedness for future roles and critical assignments with additional responsibility, complexity, and scope.

Summit participants discover the unique elements of their leadership styles from Performex assessments and learn to motivate, develop, and delegate accordingly to eliminate barriers to high-performance.

- **Program Length:** Summit is a twelve-month program with two high-impact immersion "Boot Camp" workshops that provide best-in-class tools for developing exceptional leadership behaviors.
- **Insightful Assessments:** High-impact behavioral assessments and proprietary 360° multi-rater survey create a deep insight into the participant's attitudes, behaviors, needs, and how those traits impact others.
- **Touchpoints to Sustain Growth:** We use interactive touchpoints such as webinars, proprietary readings, coaching, mnemonic devices, and other interactions to make positive changes stick.

What People Are Saying:

"I was clueless about how my interaction style and being a control freak impacted my team. By taking part in the program, I learned how to engage my team. The experience made me the business leader and the success I am today. The results speak for themselves. Thanks, Performex!"

CEO and Owner of a West Coast metal heat treating company

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"Sure we had our own internal Leadership University, but we had never tested it against the best in class. Thankfully someone on my team finally dared to try something else (the Summit Program), and we were blown away."

CLO of a medical device company

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"I had heard it all before: 'You've got great potential, but...' Frankly, I could never figure out how to get past the 'but.' Nothing seemed to work – coaching, training, etc. The Summit program gave me the tools and mind-set to finally tackle my challenges and advance my career."

Senior IT Manager – major West Coast financial firm

What People Are Saying:

“I was working harder than ever, yet the results and engagement of my team were declining. The program and my assigned Performex coach really helped me turn it around. My boss has even asked me to mentor others.”

VP Sales – Pharmaceuticals

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“As a proud engineer, I never saw anyone’s work quite as good as mine. As a result, I didn’t delegate well or provide autonomy for my team to excel. Summit changed that!”

**VP Engineering –
small manufacturing company**

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“I thought coaching was giving people detailed instructions on how to change; I was constantly telling them what to do. At Summit, I learned how to use the GROW coaching system to help people grow. It’s been very fulfilling to see my people grow and advance.”

**Senior Director of Manufacturing –
Tier 1 automotive parts supplier**



- **Embedded Coaching:** Summit includes four sessions between the assigned coach and the participant, plus 2 sessions with the participant’s manager, the coach, and the participant. Participants also have *unlimited* access to their coach and the Performex team for any issues that arise during the program.
- **Techniques:** Immersion workshops, case studies, individual and group exercises, and video are just some of the ways we help participants succeed.
- **Two Options for Delivery:**
 - ❑ **Open Enrollment Sessions:** Offered regularly in Atlanta, GA.
 - ❑ **In-house:** Conducted on-site at your facility or selected venue.
- **Applicants:** Middle to upper-level managers or project managers. Participants typically have at least 6 months of managerial experience.
- **Core Program Benefits:**

By attending, participants will:

 - ❑ **Develop self-awareness:** Performex’s unique approach promotes rapid insights, acceptance of stakeholder feedback, and committed determination to improve.
 - ❑ **Be more strategic:** Participants create a vision and a strategic plan for their unit’s development. Summit includes the keys to thinking strategically and balancing long-term and short-term objectives.

- ❑ **Upgrade their team's performance and abilities:** Summit provides the best coaching and feedback techniques for impacting how people think. Participants learn how to ask the right questions to improve behavior and develop complex skills.
- ❑ **Acquire advanced communication skills:** Participants hone communication skills to create commitment, foster collaboration, and define excellent performance.
- ❑ **Delegate for development and efficiency:** Summit teaches the pathway to assigning tasks, decisions, and authority to reach the goals of the organization. This includes an optimal delegation process and techniques to overcome resistance to delegation.



- ❑ **Lead to empower and engage:**
In Summit, participants learn how to increase their influencing and leadership skills by making more emotional connections, honing their communications skills and role modeling the conduct they want from others.
- ❑ **Run productive meetings:** Participants learn how to conduct highly effective and efficient meetings for reviewing results so objectives are met and problems are solved.



93% of graduates say Summit was the best leadership development program in which they have participated. 79% say it was a seminal event in their career growth. Scan the QRC to learn more or register a participant.





ZENITH™ Emerging Leadership Excellence Program

Transforming Professionals into Successful Managers

Zenith is focused on the skills and behaviors emerging leaders need most. Participants increase their ability to motivate, boost morale, and increase the productivity of their team. Participants leave the workshop engaged, energized, and ready to lead their employees with tact and confidence.

- **Program Length:** Zenith is a nine-month program with a 2.5 day immersion “Boot Camp” workshop that delivers substantial improvements in behavior change and skill attainment.
- **Self-Awareness:** Performex’s unique approach promotes rapid insights and acceptance of stakeholder feedback, followed by a committed determination to improve. High-impact behavioral assessments along with a proprietary 360° or 180° multi-rater survey help participants understand their strengths, challenge areas, and ultimately how their style impacts others.
- **Touchpoints to Sustain Growth:** Webinars, targeted readings, and insightful assessments make positive changes stick.

What People Are Saying:

“I was promoted from within and ended up managing my former peers and friends. I found it difficult to critique their work and address performance issues. Zenith helped me overcome my fears and develop greater confidence.”

IT Manager at a Southeastern US bank

“I really liked the individual contributor role and being the expert. But after going through Zenith, I like managing more, and I think I’m pretty good now.”

L&D Manager at a well-known global candy and snack manufacturer

“I hate to admit it, but I wanted my staff to like me, so I avoided negative feedback and having difficult conversations. I ended up doing much of the work myself. I can’t believe how much I’ve improved – even my boss has noticed.”

Engineering Manager – Major West Coast IT company

What People Are Saying:

“We did not have a program for our finance, IT, and R&D engineering professionals to successfully transition into managerial roles. Fortunately, I learned about Zenith, and I’ve been thrilled with the results. I’ve gotten great feedback about the program.”

**HR VP at a Building
Material Manufacturer**

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“I always got the job done, but I suddenly faced a situation where my staff was disgruntled and disengaged. My “take no prisoner” managing style was all I knew. Zenith gave me the self-awareness and tools to change and become a leader people want to work for.”

**Project Manager at
Specialty Chemical Business**

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“My people kept missing deadlines and producing good but not great work. I knew it was an accountability issue, but I had no idea how to solve it. During the first Zenith workshop, I got the tools I needed to create accountability on my team.”

**Manufacturing Team Leader –
Consumer Products Industry**



■ **Embedded Coaching:**

Post-program coaching builds on the workshop experience to speed the transition from individual contributor to accomplished manager. Clients can send as few or as many of their participants to executive coaching as desired.

- **Techniques:** Facilitator-led instruction, individual exercises, role-playing, video recording, case studies, and storytelling by former executives are just some of the ways we help you succeed.

■ **Two Options for Delivery:**

- **Open Enrollment Sessions:**
Offered regularly in Atlanta, GA.
- **In-house:** Conducted on-site at your facility or selected venue.

- **Applicants:** Individual contributors or managers of exempt and/or non-exempt employees, mainly from technical functions. Participants are typically six months from a managerial or project manager role or one year into their first managerial position.

■ **Customizable Content:**

Performex’s customizable approach gives clients access to our extensive catalog of content modules that meet a wide range of leadership challenges at a very attractive price. Each of the modules leverages our award-winning behavioral change methodology to help participants

let go of individual contributor or expert behaviors and adopt the methods of superior leaders.

■ Core Program Benefits:

By attending, participants will:

- ❑ **Skillfully handle difficult conversations:** Learn the best methodology for conducting the difficult conversations necessary for managerial success.
- ❑ **Lead with courage:** Develop the resolution and confidence to tackle the most pressing problems by applying emotional intelligence and neuroscience concepts.
- ❑ **Be a servant/steward leader:** Master techniques for greater employee engagement.
- ❑ **Manage for accountability:** Learn how to hold teams accountable for peak results.
- ❑ **Develop staff:** Learn the best methods for coaching, delegation, and providing feedback.
- ❑ **Communicate effectively:** Develop verbal and nonverbal communication skills to provide clear direction and information, ensure ideas are understood, and convey empathy so team objectives are met.
- ❑ **Obtain superior business results:** Discover and use the techniques that create commitment, engagement, and flawless execution.



93% of Zenith graduates say the program made them significantly more confident handling tough people issues. 98% say it made them much more effective managers. Scan the QRC to learn more or register a participant.





SHERPA™ Frontline Leadership Excellence Program

Transforming Leadership Challenges into Strengths that Drive Results

Sherpa increases the capabilities of an often-overlooked segment in most companies' management resources: frontline / first-line supervisors and team leaders. Too often, individual contributors transition into their first management roles without enough development and support. Team leaders who attend Sherpa build the skills necessary to engage hourly employees to foster greater effort and tap into their creativity. Participants receive vital and easy-to-implement tools that address their most pressing needs: setting goals and expectations, accountability, communication, performance management, coaching, providing accurate feedback, and driving business results.

- **Program Length:** Sherpa is a six-month program that includes a high-impact, immersion "Boot Camp" workshop that provides best-in-class tools for developing new and seasoned first-line and frontline team leaders.

What People Are Saying:

"I knew we had overlooked the development of our frontline managers. But we were highly skeptical that anything would move the needle. Performex built a customized Sherpa program, and we rolled it out. Now 18 months later, we're reaping the rewards."

VP of Manufacturing of a specialty chemicals company

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"I've been a supervisor for 18 years, and I've done my job the same pretty much every day since I was promoted. Sherpa has given me the skills and confidence to manage my team better."

Warehouse Supervisor of Tier 1 automotive supplier

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"We promote our quality associates to supervisors based on their work ethic and abilities to perform lab tests and for vigorously following procedures. Those skills, while significant, are not necessarily what we need in our team leaders. Sherpa has made a big improvement to front-line leaders."

Director of Quality Control of a generic pharmaceutical company

What People Are Saying:

“Managing union employees requires a unique skill set. Navigating our work rules and engaging employees is very difficult, but you can’t give up. Sherpa helped us make improvements in productivity and labor relations.”

**Operations Manager in
a large southeast paper mill**



“When I got promoted, I was pretty much thrown to the wolves. I did my best, but I developed some bad habits. I never got decent training. The Sherpa training was excellent, but I wish I had gotten it years ago.”

**Team Leader at a food product
manufacturer**



- **Self-Awareness:** Performex utilizes high-impact behavioral assessments and a proprietary 360° or 180° multi-rater survey to create insights into team leaders' leadership and communication styles, strengths and challenges, and tendencies during conflict.
- **Touchpoints to Sustain Growth:** Sherpa utilizes webinars, reviews, proprietary readings, personal development plans, and other interactions to improve key leadership areas and make positive changes stick.
- **Embedded Coaching:** Post-program coaching builds on the workshop experience. Clients can send as few or as many of their participants to executive coaching as desired.
- **Techniques:** Immersion workshops, individual exercises, and group exercises are just some of the ways we help supervisors succeed.
- **Options for Delivery:**
 - **In-house:** Conducted on-site at your facility or selected venue.
- **Applicants:** Frontline / first-line supervisors and team leaders with at least six months of experience in their role.
- **Customizable Content:** Performex's approach to customization gives clients access to our extensive catalog of content modules that meet a wide range of leadership challenges at a very attractive price.

Each of the modules leverages our award-winning behavioral change methodology to help participants let go of individual contributor or expert behaviors and adopt the methods of superior team leaders.

■ Core Program Benefits:

By attending, participants will:

- ❑ **Develop self-awareness:** A battery of self-assessments is administered to identify development challenges. Performex's unique approach promotes acceptance of feedback, followed by a committed determination to improve.
- ❑ **Set aggressive goals and expectations:** The Sherpa approach leverages instruction and practice to give participants the ability to clearly communicate the organization's goals, provide detailed instructions, and describe how the objectives should be accomplished.
- ❑ **Create accountability:** Attendees acquire the ability to help employees adopt the mind-set and associated behaviors that they are fully responsible for delivering excellent work on time and within budget.
- ❑ **Enhance communication skills:** Participants learn how to employ empathy, build emotional connections, foster teamwork, and successfully conduct challenging discussions.
- ❑ **Effectively coach and provide feedback:** Team leaders need to perfect their coaching and feedback skills to help employees reach their maximum potential and boost their team's success. Coaching exercises, role-playing, and real-life simulations are combined to immediately improve the attendees' effectiveness.
- ❑ **Deliver better results:** When managers get maximum effort from all team members, create optimal plans, and foster team collaboration, great things happen.



The Sherpa execution module is an easy to understand and quickly implementable methodology that gets results.

Scan the QRC to learn more.





TREKKER™ Development Program for Professionals

Transforming Individual Contributors into Influential High-Performing Team Members

Individual contributors rely on their own expertise and personal effort to succeed. The most successful, however, excel at their abilities to influence others, collaborate, communicate, coach, and hold peers accountable. Trekker increases individual contributors' capabilities to deliver new products, improve productivity, work both collaboratively and by themselves, and make other significant contributions to their organizations. Employees at this level *expect* to be developed by an employer so the personal focus Trekker provides will create an experience your employees will truly value.

- **Program Length:** Trekker is a six-month program with a high-impact immersion "Boot Camp" workshop that provides best-in-class skills and capabilities for individual contributors.
- **Self-Awareness:** High-impact behavioral assessments and a proprietary 360° or 180° multi-rater survey to create insight into the participant's collaboration, accountability, communication style, strengths, challenges, and conflict tendencies.

What People Are Saying:

"I love doing the science and creating unique solutions to our customers' problems. I never wanted to be a manager because I hated 'soft skills.' Trekker helped me become more effective at selling my ideas and getting buy-in from my peers."

Senior Fellow at a specialty chemicals manufacturing company

"It's been 20 years since I got my master's in chemical engineering. I've never gotten any training on how to influence my peers. I found the content extremely useful, but more importantly, it worked on the job"

Senior Engineer at a generic pharmaceuticals company

"The content in Trekker is spot on. It was an enjoyable and rewarding experience."

Master Formulator at a food product manufacturer

What People Are Saying:

“I work in HR as a business partner. My job requires a lot of influence. I coach, mentor, and support the line organization I’m responsible for. I frequently cut through the red tape in HR to get things done. I also need to influence members of the team I support to follow procedures and modify their behaviors. The new skills I’ve developed in Trekker have helped me do my job more effectively.”

**Director of Human Resources
in a consumer-packaged goods
manufacturing company**



“I’ve been in Marketing for years. I create messaging, design packaging, and launch new products. To do this, I interact with virtually every function in our company. Most of my people skills were developed on the fly and, candidly, were not that great. I was always selling. Now (after Trekker), I feel like I know how to adjust my style, so I can better influence my peers.”

**Marketing Product Manager –
medical device industry**



■ Touchpoints to Sustain Growth:

Trekker utilizes webinars, reviews, proprietary readings, personal development plans, and other interactions to improve key leadership areas and make positive changes stick.

■ Embedded Coaching:

Post-program coaching builds on the workshop experience. Clients can send as few or as many of their participants to executive coaching as desired.

■ Techniques:

Immersion workshops, group exercises, and individual exercises are just some of the ways we help participants succeed.

■ Two Options for Delivery:

- ❑ **In-house:** Conducted on-site at your facility or selected venue.
- ❑ **Virtually:** Conducted online, so you can lead wherever you are.

■ Applicants:

Individual contributors, especially professionals from technical functions. Participants are typically at least three months into their current position.

■ Customizable Content:

Customization gives clients access to our extensive catalog of content modules at a very attractive price. Each module leverages our award-winning behavioral change methodology to help participants adopt the methods of valuable and influential team members.

■ Core Program Benefits:

By attending, participants will:

- ❑ **Develop self-awareness:** A battery of self-assessments are used to identify development opportunities. Performex's unique approach promotes feedback acceptance, followed by a commitment to improve.
- ❑ **Sell ideas and influence outcomes:** Persuasion, relationship-building, and selling tools significantly increase the participant's influencing abilities.
- ❑ **Increase accountability:** Participants learn impactful, easy-to-implement strategies to increase personal responsibility and reliability, and the ability to impact the same in their peers.
- ❑ **Create and manage a “personal brand”:** A step-by-step process is used to create and achieve an aspirational personal brand. Participants then determine attributes that equate with excellence in their position and then discover the behavior changes to achieve it.
- ❑ **Coach peers:** The Performex proprietary GROW peer coaching module builds the participant's ability to project empathy and put the coworker's best interest first.



Scan the QRC to learn more about the Trekker Program.

GRO²W Coaching System™



Here are 2 simple facts:

1. Teams with the most capable members meet and often exceed objectives.
2. Employees who feel they are being actively developed are more likely to stay with their organization.

For those reasons alone, leaders must excel at coaching in today's workplace. But coaching is difficult to master at a level that provides excellent results for both the business and employee. Most coaching tools do not help companies significantly improve because they cannot address the specific needs of a manager or team.

Our GRO²W Coaching System™ provides the most effective process and techniques for developing employees. This system is a unique combination of in-person or online instruction, coach-the-coach sessions, and access to the innovative GRO²W Coaching System™ portal. This entire system is rooted in GRO²W methodology for managers to elevate the capabilities of their team.

The GRO²W Coaching System™ portal is a unique feature that hosts coaching tools, competency assessments, and development resources for managers to equip their teams for success and accelerate growth.

Performex coaches work directly with managers to teach the GRO²W methodology and stay involved in the learning process through coach-the-coach sessions to create custom roadmaps for the team's improvement. In addition the the sessions, managers have *unlimited* access to their coach for support in planning their coaching sessions or overcoming challenges that may occur.

This is the Performex difference.



Scan the QRC to learn more about our GRO²W Coaching Program.



A Comprehensive Approach To Coaching



On-line or in-person instruction delivered by a Performex® Master Coach



Unlimited Access to the Performex® GRO²W Coaching Portal Website



Additional learning and planning tools for coaches



Diagnostic tools for coaches and their employees to define REALITY for knowledge, skills and behavior gaps



GRO²W Development Planning Tools to ensure successful achievement of employee's and coach's GOAL



Ongoing Support – a Performex® Program Cornerstone

- Coach-the-Coach Sessions
- 24/7 Performex Hotline

Skill Excellence Programs

Skill Excellence Programs provide focused development for critical leadership competencies. They include our proprietary behavioral change process, practice, simulations, individual development plans, multiple touch-points and optional after-workshop coaching to sustain change. These programs are delivered through short duration workshops in-house or online, so you can accelerate growth virtually anywhere.



■ **Change Excellence™ Program**

The ability to gain acceptance and buy-in for change is as important as the change plan itself. *Change Excellence™* provides leaders the tools to overcome resistance and create ownership and commitment for a change effort. This 8-16 hour program can be conducted with an executive team working together to manage a major change or individual leaders who manage specific changes on their teams. The program tool kit includes key elements such as planning, communication, stakeholder

influencing, flawless execution, and sustaining change. The outcome of the program is a comprehensive change management plan with a tool kit for driving ownership and commitment within the organization. Optional follow-up coaching / consulting sessions can be added to support the leader.

■ ***Executive Presence*[™] Program**

How leaders communicate and conduct themselves can make or break their effectiveness. The 8-hour *Executive Presence*[™] program provides insights and skills for leaders who need to inspire and engage their team with confidence and composure under pressure. The program utilizes a proprietary assessment to identify strengths and growth areas and develop in-the-moment self-awareness and self-management. Participants receive tools and a personalized comprehensive development plan to grow their leadership presence. Optional coaching sessions can be added to support the participant after the workshop.

■ ***Finding Time*[™] Time Management Workshop**

Finding Time[™] is an 8-hour workshop that produces real improvements in execution, productivity, and job satisfaction. The program begins with self-awareness assessments of the participant's behaviors versus the best practices. The content/tool kit includes developing concentration, eliminating time wasters, prioritization, and managing meetings.

■ ***Flawless Execution and Alignment*[™] Program**

The key to outstanding business results and flawless execution is excellent collaboration across teams coupled with a management style that drives results. This 8-hour organizational alignment workshop enhances leaders' ability to build strong, collaborative teams, and creates the will and skill to get things done. The content helps managers overcome silos, build cooperation, create organizational accountability, and ask penetrating questions to achieve critical business results.

■ ***Influencing for Impact*[™]**

Employees at all levels need to affect the opinions, behaviors, and decisions of their peers, managers, and senior leaders, to support ideas and initiatives, and change opinions. Modules of the 4-hour version of the *Influencing for Impact*[™] workshop include self-awareness of your influencing style and the fundamentals of style flexing, influencing, and changing people's minds. The 8-hour workshop builds on the 4-hour workshop by adding advanced persuasion techniques and the keys to crafting high-impact messaging.

SKILL EXCELLENCE



■ **Managing for Accountability™**

Accountability drives better business results because individuals and teams consistently surpass their goals. *Managing for Accountability™* participants will master techniques to ensure their employees overcome setbacks, find creative solutions, and achieve on-time stretch objectives. The approach includes assessments to identify challenge areas for both the participants and their teams, instruction on a framework that builds accountable employees, and practice using the Performex GRO²W Coaching System™ to improve accountability. A separate 4- or 8-hour program is available for intact teams when stretch results are essential.

■ **Managerial Courage™**

Managerial Courage™ is an 8-hour program for addressing uncomfortable situations plus assessing and taking risks. Participants become more skilled at tackling conflict, tolerating uncertainty, and managing upward. Key outcomes for leaders are increased confidence, stress management, conflict resolution, and better communication.

■ **Meeting Excellence™**

A leader's meeting management skills are major predictors of their success and effectiveness. Many organizations waste precious time due to unnecessary, lengthy, or disorganized meetings. *Meeting Management™* creates quantum improvements

in meeting efficiency and effectiveness by providing critical skills such as planning, inclusive facilitation, handling naysayers, documenting actions items, and effective follow-up.

■ ***Outsourced Vendor Management***[™]

When organizations outsource their shared services functions, there's an urgent need to ensure a drop-off in alignment, commitment, and ownership does not occur. For instance, numerous organizations have outsourced their IT functions, only to see poor service and ineffective solutions. This occurs despite partnering with outsourced firms incurring significant cost and expertise advantages.

The 2-day *Outsourced Vendor Management*[™] workshops are available for the business and the outsourcing vendor to ensure the intended benefits are realized. Modules include running highly efficient meetings, eliminating poor communication, obtaining clarity on objectives and approach, overcoming cultural communication differences, implementing best practices, building effective relationships, and influencing others.

■ ***Presentation Excellence***[™]

Presentation Excellence is designed to help participants build and deliver exceptional presentations to influence their audience to answer a call to action. Program participants learn how to construct engaging and moving content for a target audience and deliver it in a manner that leaves a positive and persuasive impression. Learning occurs through instructions for tailoring messages, creating powerful visual aids, leveraging storytelling and presenting with confidence and presence.

■ ***Virtual Team Leadership***[™] – **Leading Remote and Diverse Teams**

Many managers are faced with the unique challenges of leading a team of professionals from different cultures spread out in diverse geographic areas and selling into unique markets. When managing virtual teams, engagement and collaboration are more difficult but are still essential.

Our *Virtual Team Leadership*[™] Program helps participants implement critical strategies for enhancing engagement and driving results on their virtual teams.



Scan the QRC to learn more about the Skill Excellence Programs.

Custom Solutions

Custom Solutions are offered in-house or virtually so you can get the solution you need, delivered how you need it.

When unique needs for an organization arise, Performex has the answer. Our vast library of solutions can be modified to meet any challenge. If none of our content directly addresses those needs, we offer custom high-impact instructional design solutions at affordable prices.

Our instructional design staff partners with organizations to design and deliver content and approaches that change behavior and facilitate new skill acquisition. Our focus on success outside the classroom uniquely positions us to address your specific challenges. We offer a variety of delivery options:



- ❑ Online programs, webinars, instruction, and live or on-demand content connects employees across the globe. Our approach features state-of-the-art interactions and engaging content that overcomes the shortcomings that plague online training and development.
- ❑ In-house programs are executed on-site at your organization or any location you select worldwide.
- ❑ Executive coaching delivered by trained former executives who have “walked the walk.”
- ❑ Hybrid programs combine in-person workshops, webinars, and embedded coaching to deliver the highest impact experience to you wherever you are.
- ❑ Our portfolio of external and internal assessments allow us to tailor an approach for measuring the capability or potential of a leader or organization.



Organizational Excellence

Organizational Excellence Programs provide development for a team's or organization's effectiveness. These programs range from improving communication and collaboration on a team to creating a new Vision and Mission with supporting values for an organization.



■ Team Communication and Collaboration Program

Communication and collaboration are essential to exceptional teamwork and business results. This 4-8 hour program utilizes a personality assessment to help team members understand each other's communication styles and needs — awareness critical for building collaboration, inclusion, and exceptional relationships. Participants learn communication skills such as “style flexing” and individual and team development plans. The eight hour option includes a working session with the team to define excellence and develop plans to achieve it.

■ TEA²M Excellence Program

We see it everyday — whether it is sports, the performing arts or business, exceptional teams deliver exceptional results. Exceptional teams have high levels of trust, selflessness, and a common determination to win consistently and exceed expectations. Our TEA²M Excellence Program turns a team of high performers into a high performing team that delivers excellent results.

The program starts with a team effectiveness assessment to measure the strengths and challenges of the team with the TEA²M model. Using tools for each element, the team creates plans to improve in key deficiency areas. In addition, the individuals on the team create individual development plans to improve their own teamwork and leadership. Coaching can be added to support the development plans created by the team and leaders.

■ Organizational Strategy & Alignment

Many small and mid-sized companies often grow quickly and generate strong returns despite lacking a strategic plan. At some point, the lack of a strategic plan — mission, values, vision, strategy, and initiatives — can seriously hurt business results. The problem is that developing a strategic plan can often seem “fluffy and abstract” to entrepreneurs and people who are “doers at heart.”

We know from experience that the tired, old approach is costly, and the “going slow” approach doesn't create incremental value. Performex's strategic planning process quickly and efficiently builds a strong foundation for your organization. We quickly move collaboratively with your team through each step and produce an outcome that gives a lasting competitive advantage. Furthermore, even skeptical managers enjoy being part of the process.

ORGANIZATIONAL EXCELLENCE

■ Competency Frameworks

A competency framework is invaluable for shaping and improving the culture of an organization to execute their strategy and achieve their vision. A framework creates clarity, so employees do not rely on their experience, hearsay, and imperfect understanding as to what the organization requires, highly values, and rewards. The core of a framework is a list of competencies that spell out, in everyday but precise language, the skills and behaviors people need to perform a job at an exceptional level.

Performex's approach to creating a framework leverages our library of competencies and know-how to cut the development time and cost. Our expert consultants do this without losing the granularity needed to capture the unique needs of any business or institution.

Unfortunately, many organizations develop functional competencies, but their deployment is weak, and therefore the value is not realized. Our deployment method, coupled with our proprietary *GRO²W Coaching System*,™ helps ensure the framework gets the intended results—fast. The coaching module develops excellent general coaching skills along with expertise on how to leverage the framework with employees.



Consulting Services

We can solve any problem, anytime, anywhere. That's the Performex[®] difference. See for yourself in-office or online.



Performex provides our clients vital solutions to the most difficult and critical business challenges. Our staff of exceptional executives and consultants have held senior leadership positions in the utility, consumer products, automobile, pharmaceutical, consulting, consumer packaged goods, and medical device industries. They have been called upon by public and privately held firms to help turn around failing enterprises, integrate acquisitions, and launch green field manufacturing sites. From assessments to supply chain optimization, strategy development, and human resource consulting, our cost-effective, results-oriented approach consistently outperforms big-name firms.



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