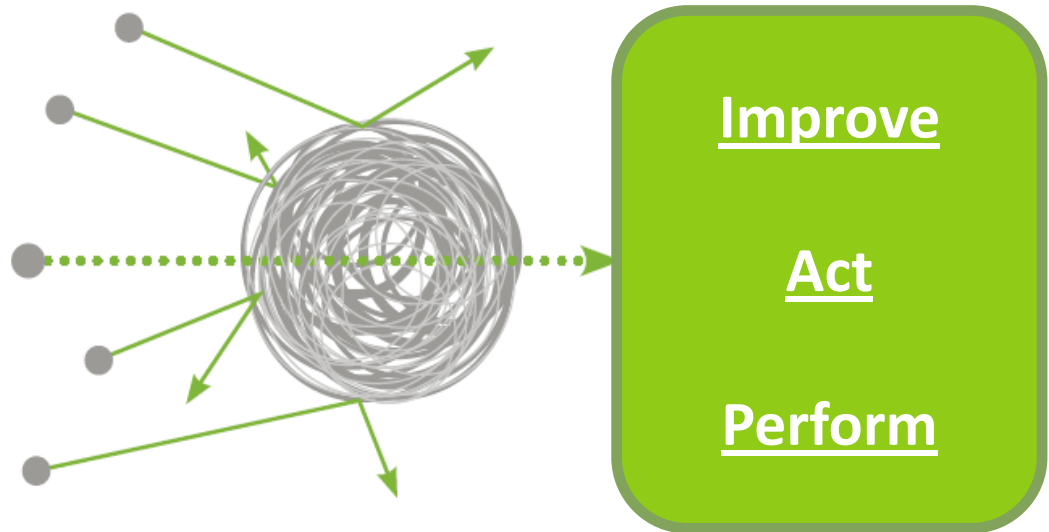


I M P A C T

PERFORMANCE IMPROVEMENT



- Performance Improvement
- Development Planning
- Leadership Development
- Facilitation and Coaching
- Program Design and Delivery
- Evaluation and Measurement
- Talent Management

IMPROVE ● ACT ● PERFORM



IMPROVE - ACT - PERFORM

IMPROVEd individuals ACT with integrity building PERFORMance capability

IMPROVE teams to respond ACTively delivering PERFORMance

IMPROVE teams through ACTion learning for sustained PERFORMance

Deliver organisational IMPROVEment when aligned ACTion demands PERFORMance

IMPROVE ● ACT ● PERFORM

Improve

LEADERSHIP DEVELOPMENT

WHY BUILD LEADERS?

Talented People

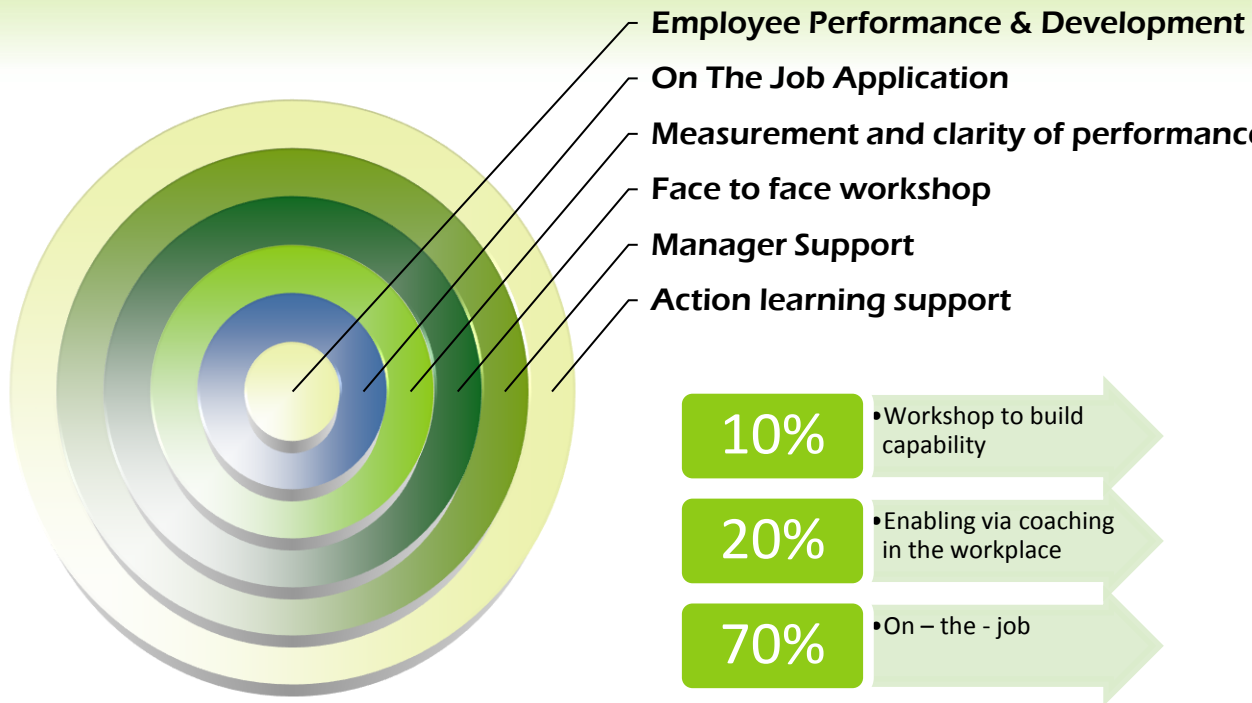
- ◎ Every person in your organisation is a moving target, the best people always seek to advance and grow regardless of the economic environment. To retain them organisations must offer resources to develop both their present value and future potential so they view this organisation as a 'employer of choice' who can provide them with the future they desire.

Leadership across the Organisation

- ◎ Success demands a business culture driven by strong leaders from site based supervisors to senior executives. Building leadership capability powers every level of the organisation creating both advantage and opportunity

LEADERSHIP DEVELOPMENT TRANSFORMING LEARNING INTO PERFORMANCE:

Requires coordination and commitment to ensure employee clarity of performance standards for both technical and leadership competencies

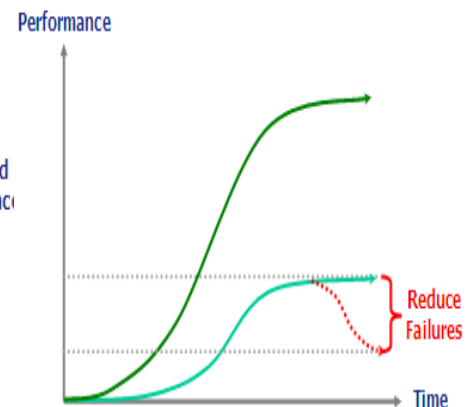
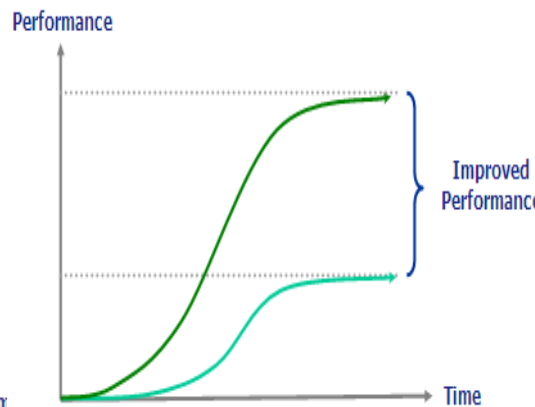
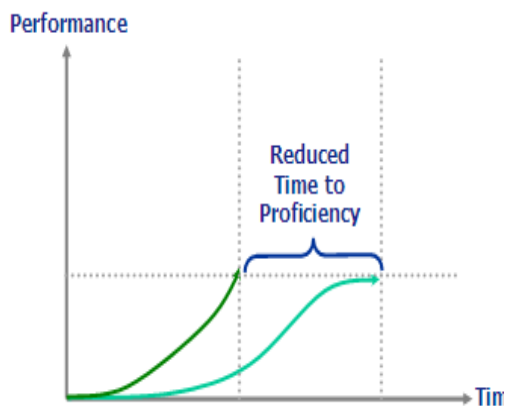


Managers that help employees find tangible , immediate solutions to specific work challenges can have a positive direct impact on individual performance by 24%

Managers must provide needed information, resources and technology
Managers can also be “performance killers” by providing employees with unclear or inconsistent expectations e.g. frequent changes to projects and assignments.

PERFORMANCE OPPORTUNITY

Leadership Development



Improved quality of on-boarding through supporting new leaders during first 6 weeks

Improved quality of skill through coaching and development

On going feedback through annual measurement and development of leaders

CUSTOMISED PROGRAM DESIGN

INTEGRATED TO SUIT YOUR BUSINESS

Going slow to go fast

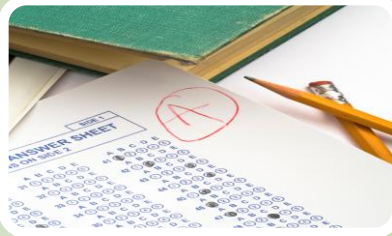
- ⊙ Prescription before diagnosis is dangerous in any circumstance, with only one bucket of money, it is important to invest wisely in development. Taking time to get the right solution supports the performance opportunity

Customised development

- ⊙ Transforming learning into performance Effective development that has direct impact on the bottom line should work alongside existing systems and processes integrating 'real-work' where possible. Using action learning integrates new concepts into your organisational context
- ⊙ Through partnering with organisations, we can build the solution with you.

CUSTOMISED ● INTEGRATED ● MEASUREABLE

Improve



The Work

The work gets done at the right level

Adds value and is clearly understood

Has alignment to strategy

The Worker

Technical and leadership (non-technical) competencies are defined.

Development gaps are articulated

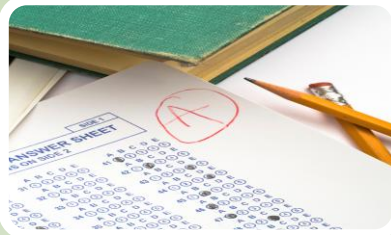
The Workplace

Has clearly understood vision and values

Culture is measured and defined and communicated

Act

Act



Coaching

**Coaching to support on the job to enable new skill development
Adding organisational value**

Self-actualised

**Self-actualised leadership
Leaders confidently working at the right level, providing clarity and focus**

Action learning

Action learning on the job, 70% of learning happens back at work, use this to drive workplace based improvement

DIAGNOSE: T . I . M . E

WITH A LIMITED BUDGET, IT IS IMPORTANT TO INVEST
IN BOTTOM PERFORMANCE IMPROVEMENT RESULTS...



T R A I N I N G

- Designing and delivering the right training provides skills and abilities



I N C E N T I V E S

- Are the incentives to performance clear and desirable
- What happens if I don't?



M O T I V A T I O N

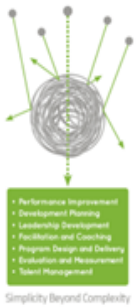
- Are the performance standards clear to everyone
- Are the non-technical performance criteria articulated



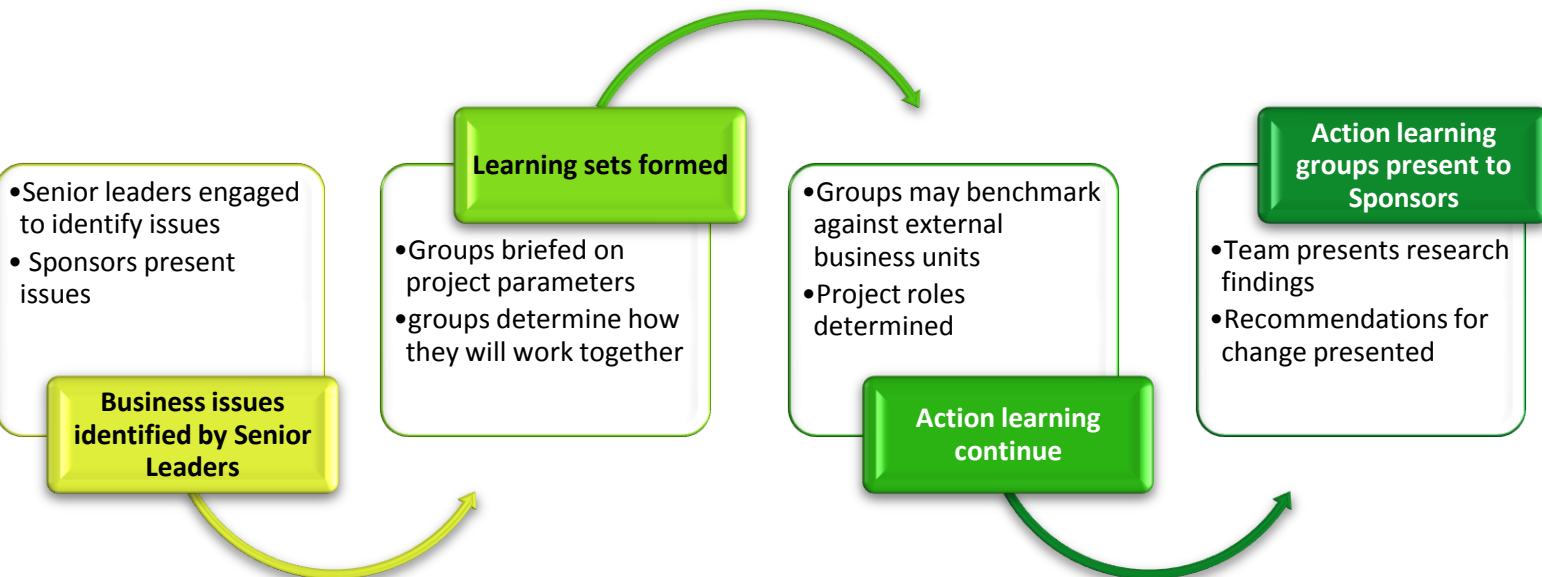
E N V I R O N M E N T

- Is the work environment supporting high performance?
- Do the current systems encourage performance?

INTEGRATED TO YOUR BUSINESS VIA ACTION LEARNING



“What is the one thing that if done with a degree of excellence would make the greatest difference to this business?”



Perform



Commitment to
common goals
and
challenging
problems



Alignment of
people,
knowledge,
process,
refining,
reviewing



Leadership
provides, sets,
creates and
shapes
direction

Leaders delivering real business results

Leaders acting commercially

Leaders engaging people constructively

Perform



Talent Management Best Practices Recommendations

Develop a talent acquisition strategy for a down economy:

The need for top talent doesn't stop during a recession. Only 51 percent of organizations have a talent acquisition strategy, and in the current environment, opportunities exist to hire top performers who are out of work or are looking to change their current situation. A strategy, combined with careful hiring, can position your organization to thrive when the economy rebounds.

Focus on career development as a retention strategy:

Employees will remember how you treated them when the economy bounces back. Let your top performers know they are valued and show them how they fit into the future of your organization.

Support your Leaders:

All leaders feel the need for external support from time to time, provide a panel of coaches they can access as the need arises. Formal team building initiatives can provide insights into dysfunctional behaviour and offer insights that allow teams function more productively and effectively.

Build your brand:

If your organization doesn't have a clear vision of the value proposition its employer brand stands for, you can't expect prospective employees to want to work for you or expect your employees to align employee values and behaviours with those of the organization.

Use valid personality assessments to identify and develop leaders

These tools can help your organization hire candidates who are a fit with your culture and develop employees so they can work together more effectively and productively, improve decision making and deal with inevitable change.

DEVELOPING LEADERS WITH IMPACT

Help business leader's hit the ground running; managing the first few months in a new position is critical, yet often left to chance. Leaving the effective engagement of the new team to chance can be a high risk option.

Providing leaders with independent support during this period will assist in a smooth transition. Leaders often state they are time poor during the early stages in a new role; however, many can manage two hours within the first few weeks. Supporting leaders to set themselves and their teams up for success makes sound business sense for leaders, teams and the organisation.

Each time a team changes, the development curve is reset; leaders and teams can accelerate time to performance when they are facilitated through this sometimes turbulent period. Help your leaders eliminate the costly re-work caused by a clumsy start with a new team.

Retro-fit support also available for existing teams

Leadership Success



LEADERSHIP COACHING

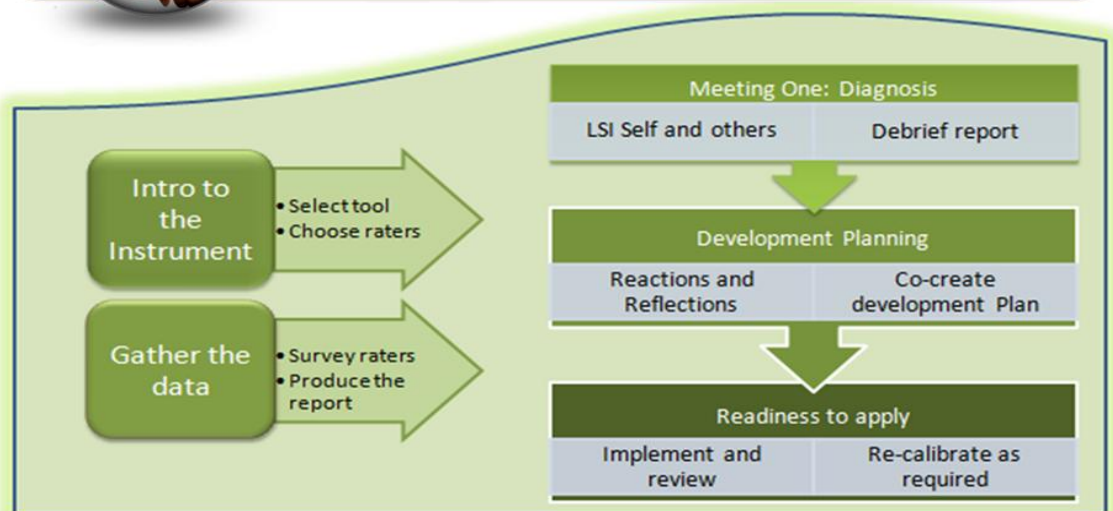
At a time when developing and retaining the leadership pipeline has been essential we have seen leadership coaching become a pivotal development tool in many organisations. One-on-one coaching assists time poor leaders invest in their development without significant operational impact. Typical coaching sessions are between 1 – 2 hours at a time, spaced at intervals to suit the leader's diary.

Effective coaching meets the leader where they are at – and matches their learning pace. Sessions are usually conducted in the leaders work environment; this maximises the leader's available time and provides the coach with valuable insights. Coaches are non-judgemental and as they are independent of the business, provide a confidential forum for leaders.

Leaders that participate in coaching develop the ability to think through the complexity of issues they are facing, building capability in solution focussed thinking habits. They frequently report accelerated development and increased leadership.



Leadership Coaching





IMPACT SERVICES

Leader Development

- Leadership Coaching
- Coach leaders to build their teams, team charters, development plans
- Facilitate high potential development discussions

Team Development

- Create team alignment
- Establish a team charter
- Evaluate team effectiveness

Strategic – Organisational Development

- Development of learning and development strategy
- Leadership competency development
- Post program review and evaluation
- Training effectiveness reviews

Program Design and Delivery

- Customised program design
- Emerging Leaders programs ; facing the struggle of leading for the first time
- Supervisor development programs; Building and acknowledging on intuitive action
- Middle Managers Development ; Taking a longer term view of self and the team
- Facilitator development programs

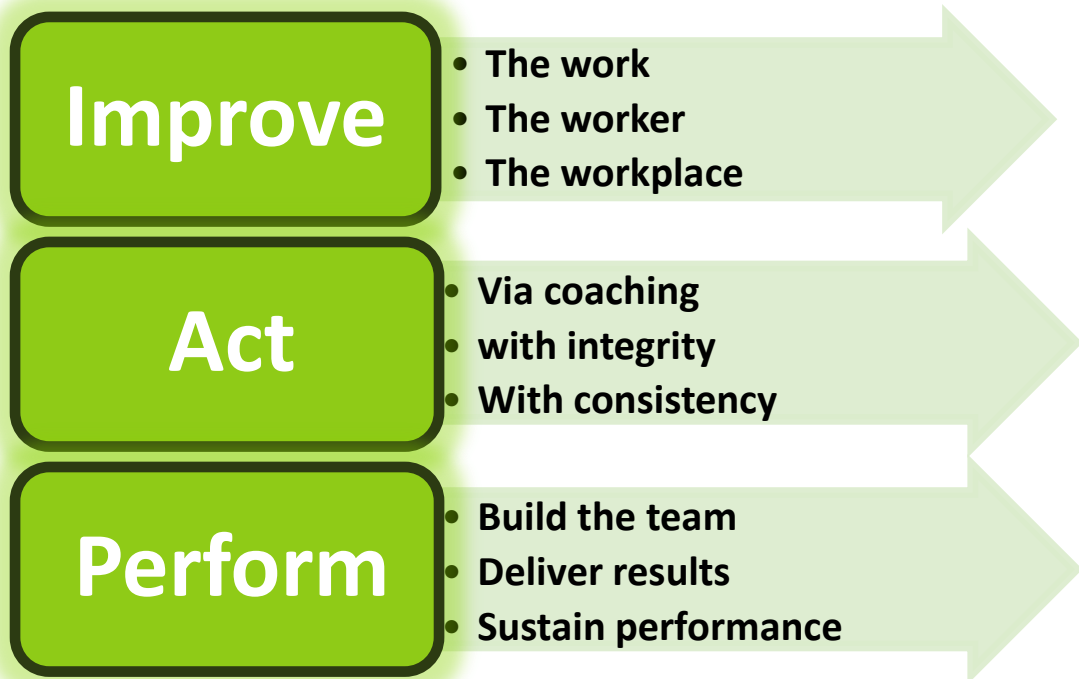
Talent Management

- Development planning
- Talent War Rooms
- Leadership roadmap
- High Potential Development Planning

Out-placement and Transition

- Provision of high quality out-placement support for smooth transition between positions
- Development of work ready candidates for transition placements

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