

NON-STANDARD TOOLS FOR ABOVE STANDARD PERFORMANCE

CONSIDER THEM IF AT LEAST 3 OF THE FOLLOWING SOUND FAMILIAR IN YOUR COMPANY



(RE)DESIGNING PERFORMANCE IN YOUR ORGANIZATION
MIDDLE MANAGERS CAN BE **THE BEST CATALYST** OR **THE WORST IMPEDIMENT** FOR PERFORMANCE
IF THEY DON'T UNDERSTAND THE ROLE THEY PLAY,
WHICH TYPE DO YOU THINK THEY WILL BECOME?

DESIGNED FOR MAXIMUM IMPACT

Programs are 100% customized to your "pain points", targeting the "activation"/ "utilization" of specific competencies that are directly related to those pain points

Versatility in analytical and intuitive thinking/ Framing;
Holistic/ connected thinking ●
Clarifying vision/ design goals and aligning goals with business strategy; ●
Understanding market/ stakeholders/ system/ context ●
Knowledge of new disciplines (contextual knowledge, market trends, business/ finance) ●
Knowledge of organization processes and basic project management skills ■
Facilitating (multidisciplinary) collaboration/ Managing

relationships (conflicts; motivation) ■
Facilitating ideas generation/ idea transfer; Recognizing/ empathizing with other perspectives ■
Initiative to improve by iteration/ Pursuit of high quality ▲
Observing real context while interpreting and capturing latent needs & opportunities ▲
Translating needs and requirements into creative/ innovative ideas ▲
Creativity; Innovation; Challenge; Exploration ★
Empathy; Flexibility; Resilience; Persistence ★

Impact level: Strategic-level ● Tactical-level ■ Operational-level ▲ Meta-level ★

- MINIMUM 70% PRACTICAL AND MAXIMUM 30% THEORETICAL
- BASED ENTIRELY ON YOUR BUSINESS'S CHALLENGES
- CONDUCTED ONLY BY EXPERIENCED BUSINESS PROFESSIONALS
- CUSTOMIZED TO INCLUDE BOTH GROUP SESSIONS AND INDIVIDUAL COACHING SESSIONS
- STRUCTURED TO SOLVE BOTH KNOWN AND UNKNOWN PROBLEMS
- FULLY FLEXIBLE IN TERMS OF BUDGET AND DURATION

FOR

MIDDLE MANAGERS LINE MANAGERS FIRST-LINE MANAGERS