



Let's
PROSPER

QUICK GUIDE

OUR PERFORMANCE PROCESS

Let's create your human advantage...



Most businesses avoid creating and/or using a performance process because they believe it takes too much time for too little reward. More often than not, they would be right!

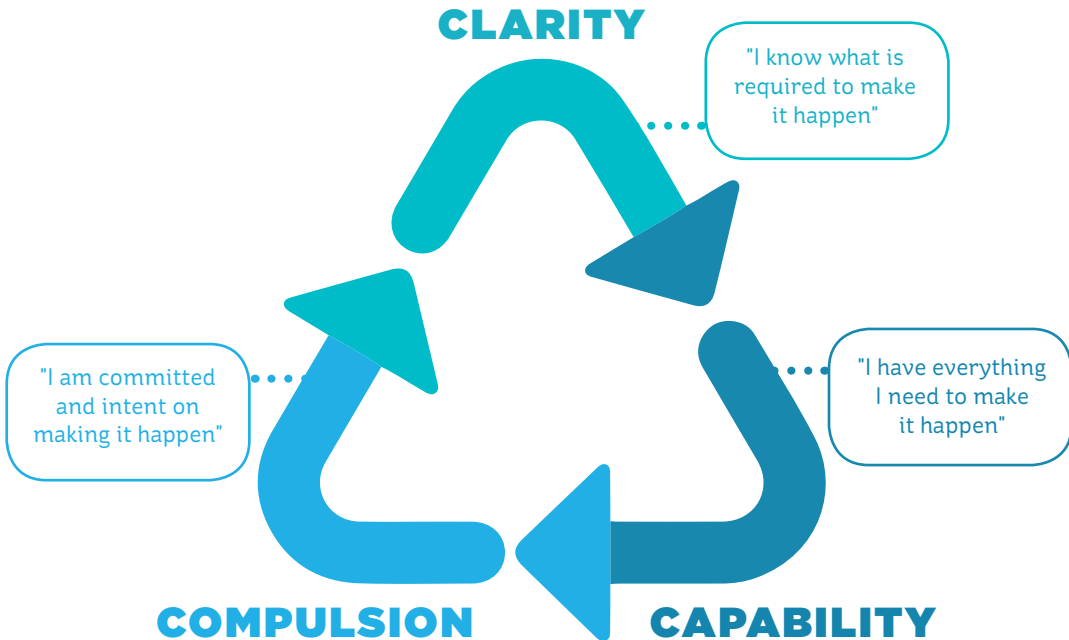
UNTIL NOW

Our Performance Process ensures you ask the right questions, for the right reasons, to create the right outcomes.



THE SUCCESS CYCLE

For Positive Performance Conversations



CLARITY

Do we know and agree what constitutes success in this role, how it will be measured, and what collective expectations we will live in to while achieving it.

CAPABILITY

Do we know and agree what will compel this person to bring 'the best of self' to work, along with how the business can/will support this.

COMPULSION

Do we know and agree what knowledge and skills are required for success in this role (now and into the future), and have a co-created progression plan.

So, what simple questions can we ask to do this?...



THE SIX-STEP METHOD

For Positive Performance Conversations

1
HOW ARE YOU DOING?

INTENT

Building individual accountability by accurate self-analysis of performance

2
HOW ARE YOU CONTRIBUTING ON A BROADER LEVEL?

INTENT

Challenging the team member to think commercially and collaboratively

3
WHERE ARE YOU WANTING TO IMPROVE/GROW?

INTENT

Developing a growth mindset and a culture of continuous improvement

4
WHAT HELP CAN I / WE PROVIDE?

INTENT

Supporting, and collaborating with the team member to remove roadblocks

5
HOW AM I DOING AS A LEADER?

INTENT

Modelling vulnerability (as the leader) so the team member will respond in kind

6
WHAT WILL YOUR FOCUSES BE GOING FORWARD?

INTENT

Ensuring the meeting produces deliberate outcomes and objectives

So, what if I want to dig a bit deeper with my questioning?...



DEVELOPMENT DISCUSSION

1-on-1 Conversation Card

INDIVIDUAL OUTCOMES BEYOND THE NUMBERS...

How are you tracking against your quarterly performance objectives?

Explain your successes and/or strategies for improvement

COLLECTIVE CONTRIBUTION THINKING BEYOND SELF...

Beyond your core role, detail any examples where you have:

Where do you see opportunities in these areas during the next quarter?

GROWTH & PROGRESSION BRIDGING THE GAP!

SUPPORT MECHANISMS HOW CAN WE HELP?

COACHING INSIGHTS THE ROLE REVERSAL

FUTURE ACTIONS WHERE TO FROM HERE?

Keen to access the entire process?....

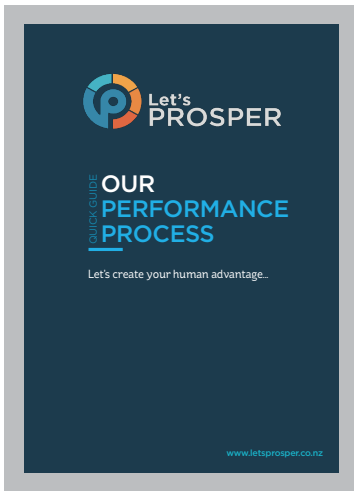


HOW CAN WE HELP?

CREATING A CULTURE OF HIGH- PERFORMANCE

As we all well know, SIMPLE and EASY are far from the same thing. We can support you to successfully implement your performance process and the other essential elements required to support it.

Also, the development discussion is a piece of what can potentially be, a much bigger performance-enhancing puzzle.



This comprehensive guide gives additional information on the topics covered in this quick guide, tactical coaching advice, effective questioning techniques, additional conversation cards and much more...

Keen to know more? or Keen to get going? Contact us:



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