



# Unlocked Potential

KEY SOLUTIONS FOR MAXIMUM PERFORMANCE


Executing

In A

Performance Based Culture

The Roadmap To Sustained Organizational Growth

# Change Has to Occur On All Levels

- Organizational Culture
  - Team and/or Group Dynamics
  - Individual Dynamics
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# Sustained Growth Through Execution



# Company A

- Vague vision, business goals and strategic priorities
- Organization not aligned/attuned because vision, business goals and strategic priorities not consistently communicated
- Inadequate cascading of responsibilities and performance expectations
- Quality performance conversations not occurring and/or not supporting cascaded responsibilities and expectations
- Compensation and incentives not tied to strategic objectives

# Resulting In:



# Company B

- Clear vision, business goals and strategic priorities
- Organization is aligned/attuned because vision, business goals and strategic priorities are over-communicated to everyone
- Upper management is supportive and exemplifies the new culture
- Cascading of responsibilities and performance expectations are aligned with goals and priorities
- Quality performance conversations are occurring regularly and support cascaded responsibilities and performance expectations
- Compensation, incentives and performance ratings are tied to measures that align with cascaded responsibilities and performance expectations
- Results are sustainable

Resulting In:



# The Alignment/Attunement Process

- Have a clear vision, priorities, business goals and performance expectations
- Communication and emotional buy-in throughout organization
- Individual business unit strategies and performance measurements aligned with strategic objectives
- Everyone has ownership of their own performance



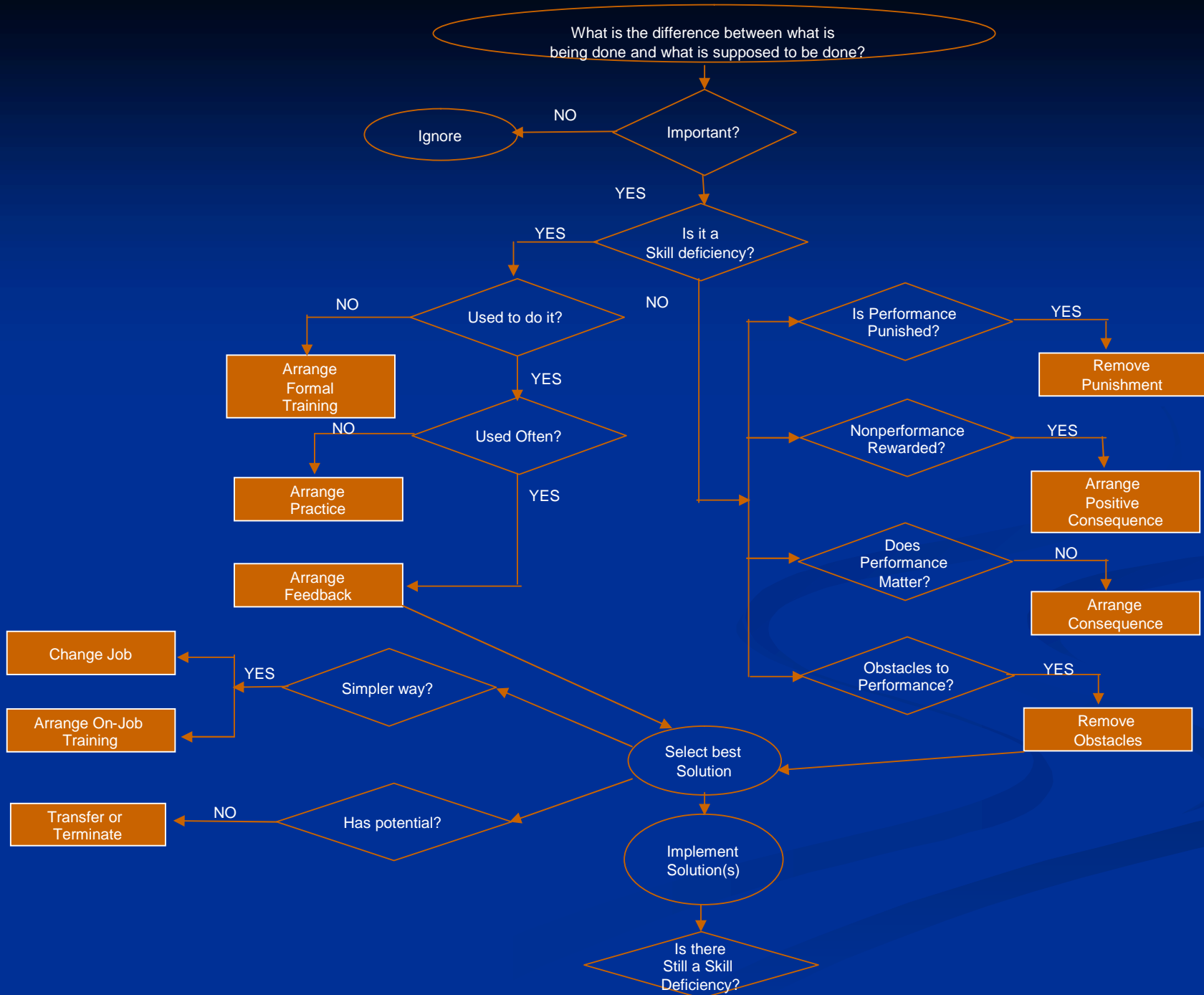
# The Unlocking Process

- Strategic alignment/attunement process
- Strategic priorities cascaded downward to all levels of the organization
- Performance management system
- Performance Partnership™ Coaching Model
- Customized experiential based performance management skill development programs and coaching
- Compensation system and rewards

# The Performance Partnership™

## Coaching Model

- External Performance Analysis
- PERT( Performance Enhancing Reflection Technique)
- Regular, balanced and performance based conversations
- Accountability and responsibility for performance and skill development



# What is **PERT**?

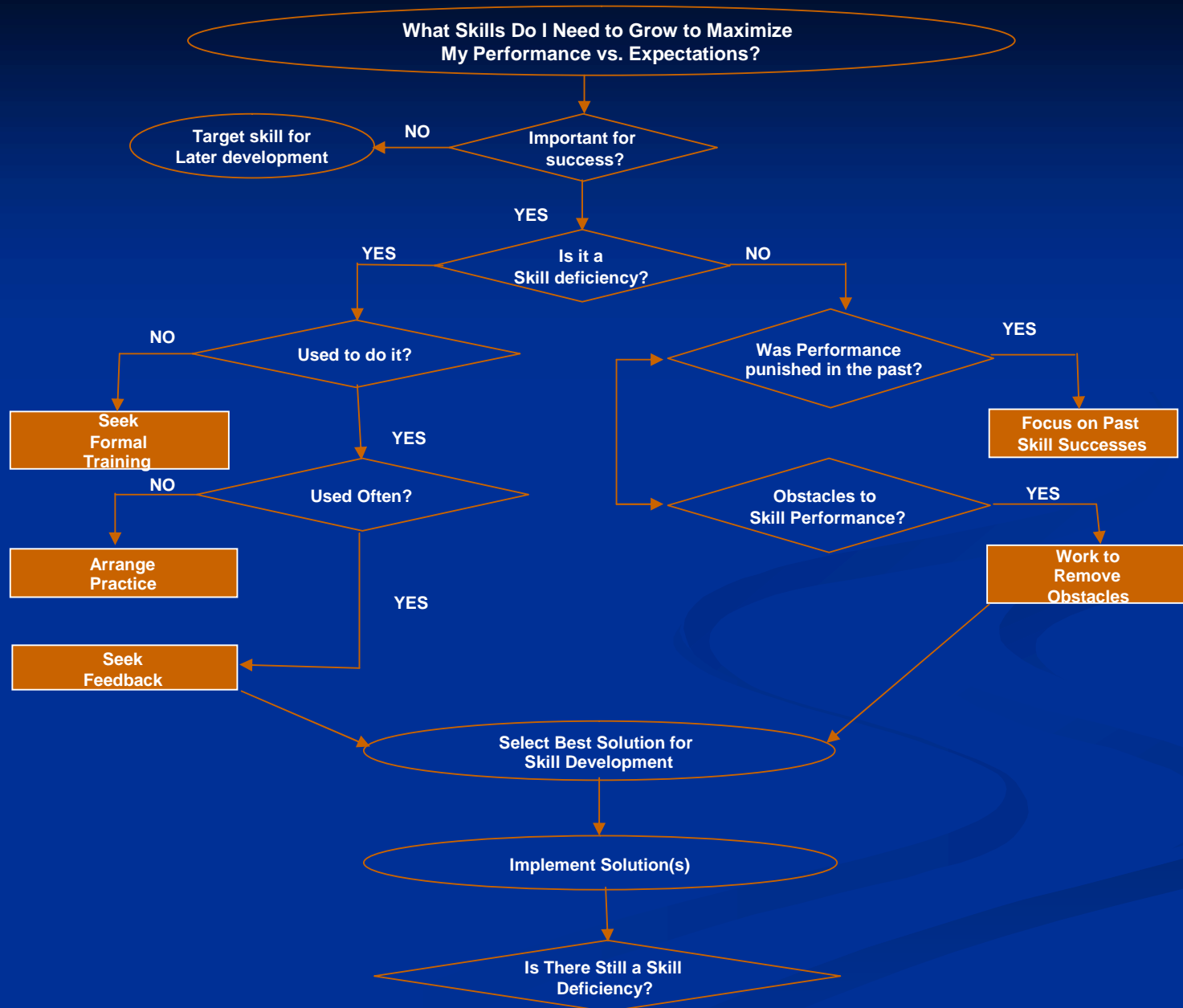
**P**erformance

**E**nhancing

**R**eflection

**T**echniques

# PERT



# Benefits of Working With Unlocked Potential

- Lower turnover of key personnel
- Greater Employee Loyalty
- Enhanced and Coordinated Effort Towards Strategic Goals
- Accountability and Clear Performance Expectations

**Which Ultimately  
Results in:**

■ Higher Valuation

■ Strategic Goals Exceeded