

Performance XL

Description

Performance XL is targeted for front line managers who have strategically important roles, leadership potential, and are underperforming. The format of the program is to have monthly meetings with small groups followed by individual coaching sessions with each participant. The group meeting curriculum will be centered on improving department/business results by focusing on Leadership, Strategy and Operational Rhythm (a turbo-charged performance management process). The individual coaching will provide specific feedback on leading their department and implementing a business plan while helping participants improve their leadership skills. There will be 4 group meetings (monthly) and 4 individual coaching sessions for each participant.

Objectives

To significantly and immediately increase productivity and scorecard metrics and increase at least one grade level on the Business Practices Assessment (BPA).

Tools and Templates

- Propriety Strategic Planning Process and associated Templates
- Proprietary Operational Rhythm™ process which was developed in conjunction with GE. It outlines the five step process for implementing strategy, leadership and process design into day to day operations
- Proprietary Performance Leadership Curriculum
- Personal Leadership Agenda Template
- Balanced Scorecard Template

Outcomes

- Create a Strategic Operating Plan so that each participant and their team has a clear direction and are focused on the few, most important things
- Execute Operational Rhythm™ so that leaders and teams can implement a strategic operating plan into the day to day operations and have a robust performance management system to ensure desired results
- Establish a Balanced Scorecard that measures results and provides feedback on an ongoing basis
- Develop a Personal Leadership Agenda detailing a performance plan for how each participant will achieve personal and business objectives