



# PERFORMANCE VER 1.5™

Dr. Kit Silcox

## Performance 1.5:

A new opportunity for managers to deal with their most valuable assets and the source of their most difficult problems....their people. **Performance 1.5** shows how to get everyone, in every part of the organization, contributing to the organization's Mission and Priorities. Managers become leaders when they provide a clear purpose for the team, help each person discover the contribution they can make, clarify expectations and find every opportunity to deliver positive feedback.

**Performance 1.5** creates the most important organizational element that employees want.... clarity.

## The Breakthroughs:

- Demonstrates how aligning the team with the organization brings focus for the people.
- Develops a clear statement of purpose for the team; leading to greater success.
- Creates specific, measurable goals and plans for the team that enhances team productivity.
- Demonstrates how to create job clarity through realistic job descriptions and challenging performance agreements.
- Demonstrates the power of clear plans, regular actions and effective task management.
- Provides a system for regular success reporting and fearless performance appraisals.

## Today's New Level of Performance:

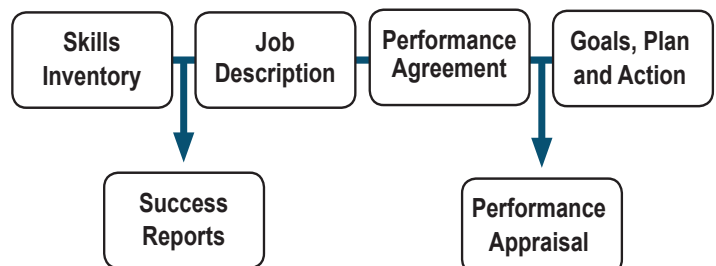
### Personal Performance



### Team Performance



### Team Members' Performance



Performance 1.5 combines learning with real decision making for your team. There are no theoretical cases.

As the program unfolds, you first build leadership in your own life. Then, you determine what role the team will play in the future, creating short-term goals to move to make those goals a reality. Then, you develop skills and systems to help every employee create the goals they need to succeed. Finally you learn how to provide primarily positive feedback on behaviour and to develop success plans for individuals and the team as a whole.



## Dr. Kit Silcox, Author of Performance 1.5

Kit Silcox is a professional facilitator of decision processes in organizations. He is the president of **Professional Advisors**, a highly respected organizational development organization. He facilitates development processes for large international organizations and small, local ones in every economic and non economic sector. Some of his clients have worked with Kit for over 15 years.

He has university degrees in engineering, management sciences and business. Kit has operated a successful manufacturing company, been a university professor and operated three separate organizational development organizations.

### Major Benefits to the Organization:

When the program is completed, each manager will be able to:

- ▶ design and develop a team to make a more powerful contribution to the Mission and Priority Goals of the Organization.
- ▶ enhance his/her self-confidence by understanding how the Company plays a part in accomplishing personal goals.
- ▶ develop goals and priorities for the team, that will enhance results from peoples' efforts.
- ▶ understand their team members more deeply and more effectively lead them.
- ▶ help each team member to increase his/her motivation on the job by helping them discover a clear contribution to the organization's goals and by growing to contribute in an even more satisfying way.
- ▶ give fearless performance reviews based on performance relative to clear expectations, making employees feel appreciated and reducing turnover

### The Format and Features

- ▶ The Need For Leadership In These Times
- ▶ Leadership Comes From The Inside Out
- ▶ Goal Setting, Priorities And Planning
- ▶ Leading Others To Enhanced Performance
- ▶ Delegation, Coaching And True Leadership
- ▶ Managing Your Results
- ▶ The Key Tools Of Leadership
- ▶ Measuring, Appraising And Renewing Performance

### Materials

The materials support paced learning, which is proven to generate results.

- ▶ Lesson Manual containing all relevant concepts.
- ▶ Audio Library for efficient, effective learning.
- ▶ Performance Manual with forms/instruments to create management systems.

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