

Performance Break-Thru

**21% Performance Improvement
in 21 Weeks**



We'd like to show you how to increase productivity by at least 21% in 21 weeks, while also improving employee engagement. You'll be able to get these increases regardless of whether or not you already have a training or performance improvement program in place.

You can implement the framework yourself, or get our help to fast-track performance improvement.

onirik In partnership with Brava Limited

PERFORMANCE BREAK-THRU SYSTEM

While our Performance Break-Thru system is built upon sophisticated research it provides the support and simple systems that make it easy for organisations to create the time and confidence to successfully drive rapid performance improvement. It ensures leaders and front-line staff are consistently doing, and mastering, the short-list of key behaviours that drive results and employee engagement for each role.

★ FRAMEWORK

1

CLIENT MODEL
**FRONTLINE HIGH PERFORMER
CRITICAL HABITS**

2

STRADA7
LEADER COACHING MODEL

3

RULES OF ENGAGEMENT
LEADER COMMUNICATION MODEL

4

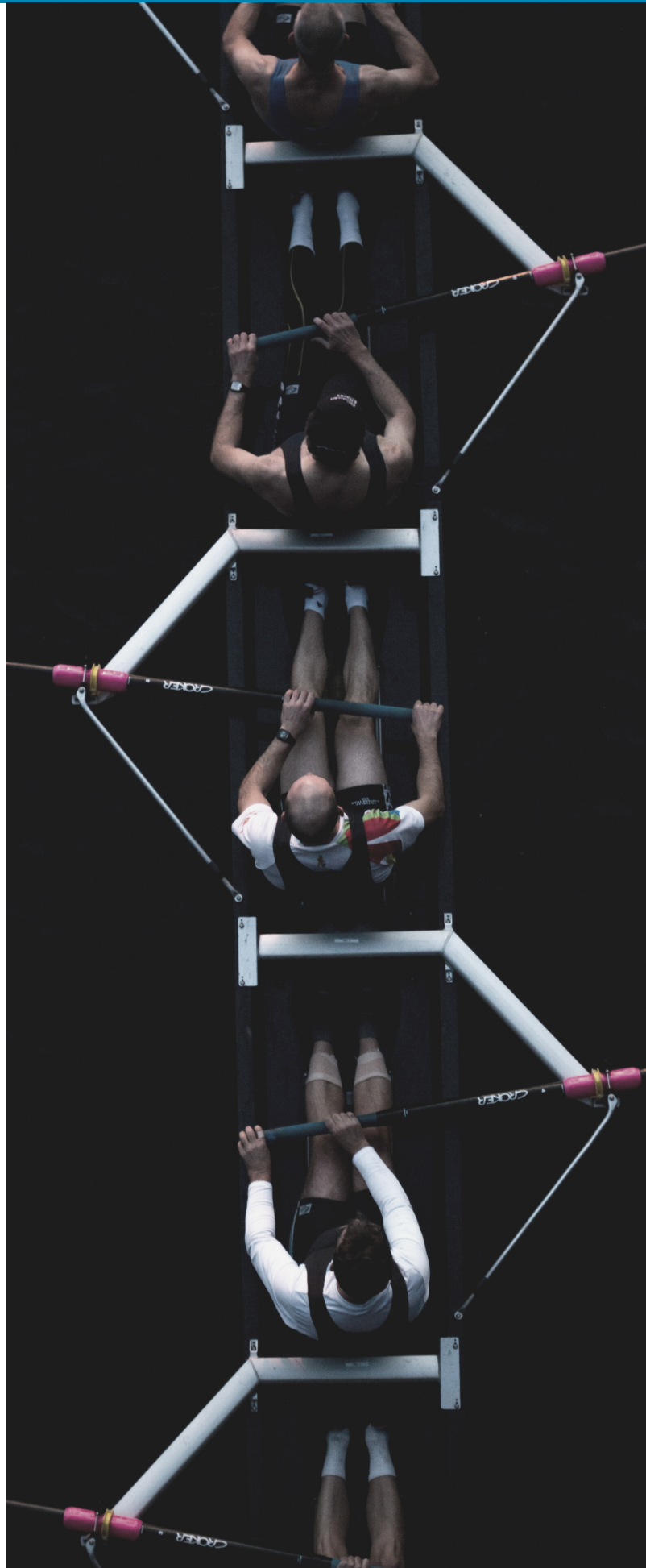
TIME MANAGER
LEADER PRODUCTIVITY MODEL

5

TYPECOACH
TEAM PROFILING TOOL

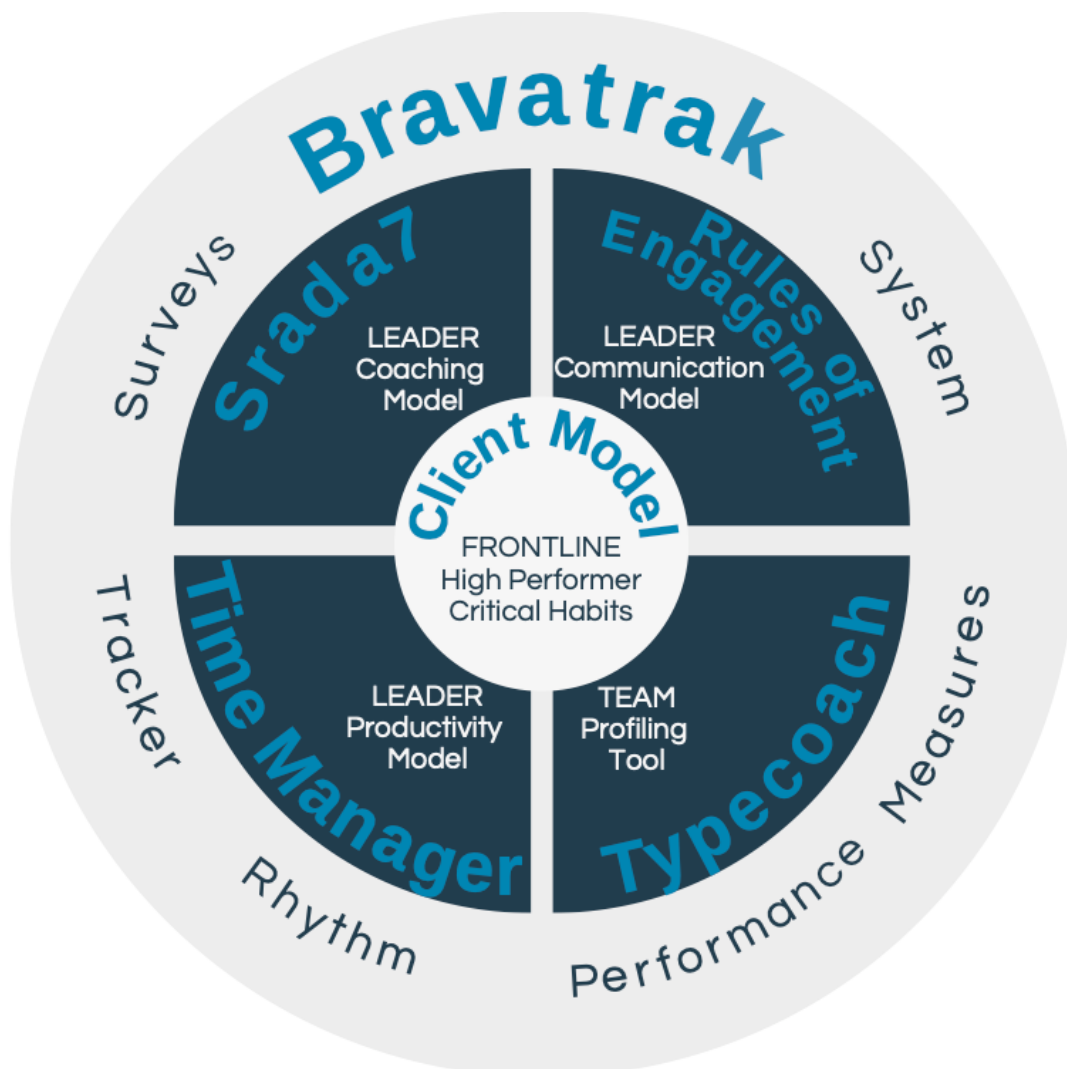
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BRAVATRAK
**LEADERSHIP COACHING TRACKER
& PERFORMANCE ANALYTICS**



PERFORMANCE BREAK-THRU SYSTEM

The framework above represents the fastest way we know to increase productivity. As it happens, it also improves employee engagement. It's the culmination of all we and our partners at Brava have learnt over the last 27 years. When successfully implemented in your organisation, the process will help you achieve a 21% increase in sales or service in 21 weeks, and it will continue to increase over time. Bear in mind, many organisations have achieved much larger improvements, much faster.



CLIENT MODEL



Corporations do not have a track record for replicating the talent of top performing managers and front line staff that have direct impact on revenue, cost, productivity, quality and customer satisfaction.

Modelling experts and expertise uses the intersection of neuroscience, applied cognitive psychology, symbolic, implicit and analytic modelling techniques to discover the deep structure of how top performers produce their outstanding results. Further one can identify the critical subset of behaviours and skills that drive outcomes - the 20% that deliver the 80%. Custom-designed training and coaching programs can transfer these high performer strategies to average and low performers, improving their results and enriching their organisations.

High performer models have been developed for skills as diverse as accelerated language acquisition and sharp shooting to communication, influence, front-line leadership, C-Level leadership, creativity, and negotiation, to name a few.

The purpose of modelling is to transfer the ability of experts (i.e. top performers) to others who need or want the ability of the experts, models can deliver significant performance improvement quickly.



Strada7® turns your Managers into World Class Leaders

Through our modelling of managers of high performing teams and the research of others we've found that World Class Leaders demonstrate 7 Habits. Although most leadership development programs address an extraordinary range of skills, it has become clear that a small sub-set of leadership capabilities correlates with leadership success, particularly for first-line and middle managers.

To maximise your people's performance, you'll need to have all 7 disciplines deliberately and systematically in place. In all likelihood you will have some of them in place already. However, it is also almost certain that some of them are missing from your current approach.



1

DRIVE FOR RESULTS

World Class Leaders ensure that the results they are seeking are communicated to their team, and they set expectations that their team will achieve those results.

2

FOCUS ON CRITICAL WORK BEHAVIOURS

World Class Leaders ensure the models, critical work behaviours or methods that maximise the results they want their team to achieve are communicated to their team, and they set expectations that their team will use the models.



Strada7[®] turns your Managers into World Class Leaders

3

PROVIDE POSITIVE FEEDBACK TO REINFORCE BEHAVIOUR

World Class Leaders provide frequent, immediate, detailed and specific, positive feedback (praise) to individuals to encourage the mastery of the models, critical work behaviours and methods they are seeking from their team.

4

CONFRONT POOR PERFORMANCE

World Class Leaders are willing to constructively confront poor performance – big or small. They do so fairly and unemotionally, with their observations put in questions, behavioural terms and backed by evidence.

5

HAVE A SYSTEM FOR NOTICING WHAT PEOPLE ARE DOING

World Class Leaders have a system and process, for frequently noticing what their people are doing. The system enables them to show a sincere interest in their people, build trust, inspire and help their employees to overcome challenges, and to make decisions about how to manage employee performance.

6

DEVELOP OTHERS

World Class Leaders develop others, both formally and informally.

During these discussions they mostly emphasise performance and personality strengths; while any discussions about performance weaknesses are clearly focused on specific ways the individual employee can improve or develop.

7

LINK WORK TO ITS IMPACT ON ORGANISATIONAL PERFORMANCE

World Class Leaders create meaning and clarity of purpose for their people by consistently letting their team know how their work has a positive impact on areas such as the organisation's mission, strategy and broader business objectives.

RULES OF ENGAGEMENT

WHAT SETS GREAT ORGANISATIONS APART?

A decades-long study sought to answer this question. In the end, the results of this research boiled down to one startling truth. There are no great companies.

Every company is made up of separate teams, and for the individual employees, the experience of the team trumps the experience of the company. What then, determines the experience of the individual?

EFFECTIVE COMMUNICATION IS THE KEY

The researchers found leadership and effective communication sit at the heart of performance and work experience.

How many organisations do you think are really winning the hearts and minds of their people?

The simple answer to this questions is: “not many.” Study after study has shown that employees are the least understood and most under-utilised assets. The majority of employees are disengaged at work.

THE RULES OF ENGAGEMENT

If the heart of leadership is select the right people, clarify outcomes, engage and reinforce strengths, and coach for performance improvement – it is clear that the heart of these four elements, and the piece that is often missing, is effective communication.

In response to this gap we have developed a simple and effective model for communication in the organisational environment that we call “The Rules of Engagement.”

1 **Activate a Resourceful State**

2 **Build Rapport**

3 **Set an Outcome Frame**

4 **Frame the Context & Intention**

5 **Gather Information**

6 **Paraphrase**

7 **Check for Congruence**

The TypeCoach programs are focused on the practical application of personality type on a daily basis for effective communication and influence. Moving beyond type awareness into application allows leaders to drive business results.

Typecoach is an interactive, video-based experience that leads participants through the process of:

★ **Discovery & Verification**

Discovering & verifying employee “best fit” type. A highly practical report provides tips for maximising natural strengths, minimising typical challenge areas as well as stress triggers and responses for the participant's type.

★ **Live or Online Training**

Custom designed to address the participant's needs.

★ **Online Post Work**

Type-to-Type

An interactive type chart provides top 10 tips for how to communicate with any individual given the unique.

Coaching

Online coaching videos for each of the 16 Personality Types covering the top 5 ways to maximise your career potential given your type.



BravaTrak[®] helps you avoid missing your targets

1 IT GIVES YOU REAL-TIME VISIBILITY OF YOUR MANAGERS' COACHING ACTIVITY

You probably don't have real-time visibility of what coaching your frontline managers are doing. Without data on their coaching activity and on the quality of their coaching, you can't hold them accountable for doing what they need to. Nor do you know what support they need.

2 IT EVALUATES THE QUALITY OF COACHING PROVIDED BY YOUR MANAGERS

Even if your managers are coaching consistently, that doesn't mean they're doing it well. However, you probably don't have any visibility of the quality of coaching provided by each of your managers to their direct reports. Without this, you can't hold them accountable for their coaching quality, or assist them to improve.



3 IT TURNS YOUR MANAGERS INTO HIGH-PERFORMANCE COACHES

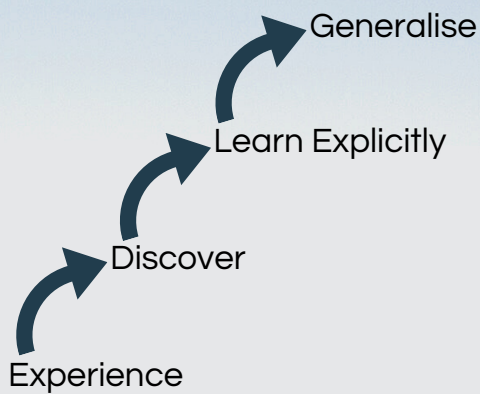
Your managers are unlikely to have been trained in:

- **WHAT TO COACH:** the High-Performance Behaviours which your top performing 15% of frontline staff do differently from your average performers.
- **HOW TO COACH:** these Coaching Techniques to reinforce behaviour they want team members to keep using, correct off-track behaviour, and guide team members when they need help.
- **WHEN TO COACH:** the best-practice Coaching Rhythm they need to follow.

The Coaching Model (Strada7) turns your managers into High-Performance Coaches.



MASTER COACHING



One of the most common complaints that Onirik hears is that conventional training in any form, whether via book, workshop, seminar, or on-line courses, has little or no impact on business results. Unfortunately, this complaint is backed up by a number of studies that confirm that traditional training does not change the on-the-job behaviour, attitudes, or results of the vast majority of people.

Effective training teaches you what to do and does not motivate you to do nor link it to the work context it yet coaching is highly motivational. Training content is fixed and set by the trainer while coaching agendas are set by the business and the individual's needs. Training rarely involves feedback yet coaching involves ongoing real time observation and feedback. Coaching yields lasting behaviour change and business outcomes. Effective training delivers behavioural competence and the follow-up coaching links the competence to excellent performance and business results.

Our Master Coaches ensure that your leaders are capable of developing, applying and maintaining the required leadership and coaching skills on the job for employee engagement and commercial gain.

BUSINESS OUTCOMES

**21% Performance Improvement
in 21 Weeks**



Onirik's Performance Break-Thru system is a catalyst for accelerating the development of exceptional effectiveness and performance in organisations. It does this so that teams find more fulfilment in their work and leaders exceed goals.

Business is behaviour. Staff behaviour is the only way actions are taken and outcomes are achieved. Increasing business performance is about managers and supervisors taking actions that increase the front line behaviours you want, the ones that directly impact results, and decrease those you don't want.

When human capital is effectively led and focuses upon the core high payoff behaviours in every role, the ones that drive results, every business has the ability to drive a fast, lasting productivity improvement and performance break-thru. And when organisations do this they positively impact the work lives of their employees and see profits soar.

This system steps leaders through what to do and how to do it, effectively and affordably.

DO QUIZ: GAME PLAN CHECKLIST

DO QUIZ: SCORE YOUR LEADERSHIP

BOOK A TIME TO TALK TO US

