

# *Partnering to Inspire High Performance*

Leadership & Communications

Training & Development

Executive Coaching

Web-based Learning

Diagnostics

ORGANIZATIONAL CONSULTING

LEARN MORE

## DEVELOP YOUR ORGANIZATIONAL LEARNING ARCHITECTURE



**CREATIVE PARTNERS** IN PERFORMANCE INC.  
Organizational Consulting

# ***Raising the Bar on Performance Enhances Organizational Performance***

*Looking at Where We've Been and What's \*New in Our Offering...*

Our relationships and engagements continue to support and include:

- **Executive Coaching**
- **Talent Development**
- **Leading in Times of Change**
- **Leadership/Employee Engagement Initiatives**
- **On/Offline Building of Competencies**
- **Leader, Teambuilding & Strategic Planning**
- **Workplace Diversity**



**We would be delighted to chat and share with you meaningful and sustainable learning strategies to support talent development.**

**Blending experience and generations in the workplace can be exciting and at times a challenge; let us help to simplify for you.**

# Our Value Proposition Deepens in Bandwidth

## *What Have We Been Working On?*

- An enriched partnering approach to learning & development.
- Impactful learning initiatives that inspire results.
- Caring leadership/frontline employee strategies to step up one's game.
- Performance best practices that position ownership & accountability.
- Timely workplace transference of skills and competencies.
  - e-coaching, e-role plays, e-case studies
- Partnering with clients to help leverage their intellectual capital.
- Our approach continues to feature and integrate;
  - Needs analysis, adult learning principles, issue identification,
  - Experiential & web enabled learning,
  - Frameworks, models & concepts, in real time & virtual.



## **\*New** Customize Your Organization's Learning Architecture & Experiences



**Our intellectual capital has been designed to Inspire a High Performance Culture. Sustainable learning at its finest...**

# Sample Learning Designs\*

\* Can be customized  
to fit your requirements





# Sampling of Our Engaging Case Study Roster

## Case Study Categories

- Conflict Resolution
- Developing High Potentials
- Performance Management
- Behavioural Descriptive Interviewing
- Pulling the Trigger
- Job Posting
- Teambuilding
- Progressive Discipline Process
- Insubordination
- Coaching Virtually
- Communications
- Union Grievances
- Appreciating Workplace Diversity
- Managing the 'Me' Generation
- Sales Numbers: Team Results
- Straight Talk
- Succession Planning
- Managing Priorities
- Managing your Leader
- Getting Results Through Others
- Design Your Own ...

## Highlights

- Comprehensive Cases
  - Contemporary workplace data
  - Behaviours to drive actions
  - Learn the dialogue, appreciate body, tone, language that can inspire/diminish a resolution or critical path
- Team Strategizing
- Issues Debate
- Team Challenge Statements
- Group Discussions
- Skill Practice
  - Classroom based
  - Virtual/Online
- Team Feedback Loop
- Self-Assessment and Reflection
- Facilitator Feedback
- Small Group Participants eligible to receive personal facilitator feedback post-session as a means in which to provide follow up and reinforcement



# Our Leadership Engagement & Architecture Checklist

## CALIBRATION OF SKILLS

### Is There Leadership Alignment?

Pre-work

#### *Leadership Journey: why, where, when, and how?*

- |  |   |
|--|---|
| <input type="checkbox"/> Executive Positioning<br><input type="checkbox"/> Setting the Stage<br><input type="checkbox"/> Leader Commitment/Engagement<br><input type="checkbox"/> Program Requirements<br><input type="checkbox"/> Business Context<br><input type="checkbox"/> HP Leadership Attributes<br><input type="checkbox"/> Celebrating Past-Shaping Future | <input type="checkbox"/> Managing vs. Leading vs. Leading<br><input type="checkbox"/> Building & Sustaining Trust<br><input type="checkbox"/> Leading in a HP Environment<br><input type="checkbox"/> Competitive Landscapes<br><input type="checkbox"/> Creating Industry Presence<br><input type="checkbox"/> Leader Development Planning<br><input type="checkbox"/> Leadership Reflection |
|--|---|

Interim Assignments

### Strong Leadership Awareness?

#### *What to start, stop, and/or continue?*

- |  |  |
|--|--|
| <input type="checkbox"/> Leader Interviews<br><input type="checkbox"/> Leader Assessments<br><input type="checkbox"/> Industry Assessments<br><input type="checkbox"/> Leader: Consultant 1:1 <ul style="list-style-type: none"> <li><input type="checkbox"/> Interpretation</li> <li><input type="checkbox"/> Reflection</li> <li><input type="checkbox"/> Next Steps</li> </ul> <input type="checkbox"/> Calibrate Self Perception vs. Reality<br><input type="checkbox"/> Team Case Studies | <input type="checkbox"/> Experiential Leader Debates<br><input type="checkbox"/> Skill Practice<br><input type="checkbox"/> 180 Feedback Loop<br><input type="checkbox"/> Facilitator Profiles<br><input type="checkbox"/> HP Leadership 'POV's'<br><input type="checkbox"/> Leverage Networks/Relationships<br><input type="checkbox"/> Self/Team Development<br><input type="checkbox"/> Leader Reflection |
|--|--|

← Organizational Framework - Values →

← Assessment/Tools →

## BUILDING of COMPETENCIES

### Leader Development Initiatives to Enhance Capability

Interim Assignments

#### *How to engage, adapt, and shift*

- |   |  |   |
|---|--|---|
| <input type="checkbox"/> Acclimating Next Generation Talent<br><input type="checkbox"/> Adapting to Change<br><input type="checkbox"/> Bringing out Best in Others<br><input type="checkbox"/> Developing Business Savvy<br><input type="checkbox"/> Celebrating Workplace Diversity<br><input type="checkbox"/> Coaching Virtually<br><input type="checkbox"/> Coaching on the Fly<br><input type="checkbox"/> Communications Clarity<br><input type="checkbox"/> Conflict Resolution<br><input type="checkbox"/> Critical Thinking<br><input type="checkbox"/> Understanding Catalyst of Challenging Interpersonal Dynamics to Resolution | <input type="checkbox"/> Decision Making<br><input type="checkbox"/> Delegating<br><input type="checkbox"/> High Performance Leader Best Practices<br><input type="checkbox"/> Leveraging HR Support<br><input type="checkbox"/> Impactful Presentations<br><input type="checkbox"/> Influencing<br><input type="checkbox"/> Interviewing<br><input type="checkbox"/> Inspirational Leadership<br><input type="checkbox"/> Leading in a Changing Environment<br><input type="checkbox"/> Leadership Styles<br><input type="checkbox"/> Managing Performance<br><input type="checkbox"/> Negotiations | <input type="checkbox"/> Mediation<br><input type="checkbox"/> Problem Solving<br><input type="checkbox"/> Pulling the Trigger<br><input type="checkbox"/> Addressing Behavioural Challenges<br><input type="checkbox"/> Running the Business<br><input type="checkbox"/> Ownership and Accountability<br><input type="checkbox"/> Straight Talk<br><input type="checkbox"/> Strategic Thinking<br><input type="checkbox"/> Leader Storytelling<br><input type="checkbox"/> Team Leadership Dynamics<br><input type="checkbox"/> Teambuilding<br><input type="checkbox"/> Transitioning into Leadership |
|---|--|---|

### Leader Performance

#### *In Motion*

Post Learning Assignments

- |   |
|---|
| <input type="checkbox"/> Learning Skills Transference<br><input type="checkbox"/> Business Initiatives to leverage learned acumen<br><input type="checkbox"/> Team Development<br><input type="checkbox"/> Succession Planning<br><input type="checkbox"/> Managing Performance<br><input type="checkbox"/> Business Presentations<br><input type="checkbox"/> Leader Development Planning<br><input type="checkbox"/> 1:1 Consultant Feedback to Calibrate<br><input type="checkbox"/> Leaders as Teachers <ul style="list-style-type: none"> <li><input type="checkbox"/> Cascade learning</li> <li><input type="checkbox"/> Open Dialogue</li> <li><input type="checkbox"/> Set High Performance Expectations</li> </ul> <input type="checkbox"/> Milestone Checkpoint Meetings<br><input type="checkbox"/> Teach and transfer learning to frontline |
|---|

← Leader Toolkit – Simulations, Case Study, Skill Practice →

← Metrics and Performance Impact →



# A Snapshot of Frontline Employee Engagement & Architecture Checklist

## BUILDING of COMPETENCIES

### *How to engage, adapt, and shift*

- |  |  |   |
|--|--|---|
| <ul style="list-style-type: none"> <li><input type="checkbox"/> Appreciating Workplace Diversity</li> <li><input type="checkbox"/> Bringing out Best in Self and Others</li> <li><input type="checkbox"/> Business Paradigms</li> <li><input type="checkbox"/> Customer Experiences</li> <li><input type="checkbox"/> Developing Business Savvy</li> <li><input type="checkbox"/> Coaching laterally-vertically</li> <li><input type="checkbox"/> Communications                             <ul style="list-style-type: none"> <li><input type="checkbox"/> Tone, Language, Inflection etc.</li> </ul> </li> <li><input type="checkbox"/> Conflict Resolution</li> <li><input type="checkbox"/> Collaboration</li> <li><input type="checkbox"/> Critical Thinking</li> <li><input type="checkbox"/> Developing/Sustaining Client Relationships</li> </ul> | <ul style="list-style-type: none"> <li><input type="checkbox"/> Dealing with Challenging Interpersonal Dynamics</li> <li><input type="checkbox"/> Decision Making</li> <li><input type="checkbox"/> Empowering Self/Others</li> <li><input type="checkbox"/> The Team Challenge: Collaborating vs. Delegating</li> <li><input type="checkbox"/> High Performance Best Practices</li> <li><input type="checkbox"/> Presenting with Ease</li> <li><input type="checkbox"/> Influencing</li> <li><input type="checkbox"/> Leading/contributing in a Change Environment</li> </ul> | <ul style="list-style-type: none"> <li><input type="checkbox"/> Mediation</li> <li><input type="checkbox"/> Ownership and Accountability</li> <li><input type="checkbox"/> Problem Solving</li> <li><input type="checkbox"/> Addressing Behavioural Challenges</li> <li><input type="checkbox"/> Straight Talk</li> <li><input type="checkbox"/> Seles: The Bottom Line</li> <li><input type="checkbox"/> Team Member Role &amp; Accountability</li> <li><input type="checkbox"/> Teambuilding Dynamics</li> <li><input type="checkbox"/> Thinking Strategy</li> <li><input type="checkbox"/> Taking Initiative</li> <li><input type="checkbox"/> Yes to Change!</li> </ul> |
|--|--|---|

## Performance Expectations

- ☐ Transfer of Skills
- ☐ Meet/Exceed Performance Goals
- ☐ Leverage Business Acumen
- ☐ Developing Pro-Active Behaviours
- ☐ Owning Performance Plans
- ☐ Engaging in the Business with Ease
- ☐ Colleagues as Teachers
  - ☐ Cascade their learning
  - ☐ Open Dialogue
- ☐ Milestone Checkpoint Meetings
  - ☐ Who Owns the Dialogue?
- ☐ Your Organization's Performance Management System Integrated

*Learning In Motion*

← Leader Toolkit – Simulations, Case Study, Skill Practice →

← Metrics and Performance Impact →







**CREATIVE PARTNERS** IN PERFORMANCE INC.

**There's no time like the present to talk performance strategy and game plan.**

**Fall 2012 will pass by very quickly and 2013 planning for many is currently in motion.**

**Call us to chat further about how to enhance your Corporate Learning Architecture**

Visit us at: <http://www.performancecompass.com>

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