

“We’ve discovered how to keep people happy at work and sustainably out-perform almost everyone else”

We’ve learnt the hard way...
here it is in a few slides



The biggest disappointment for Learning & Development professionals is the lack of **engagement** and **motivation**

Let's see why, and how you can solve this



People work for themselves

Classic training fails the
WIIFM test:

What's in it for me?

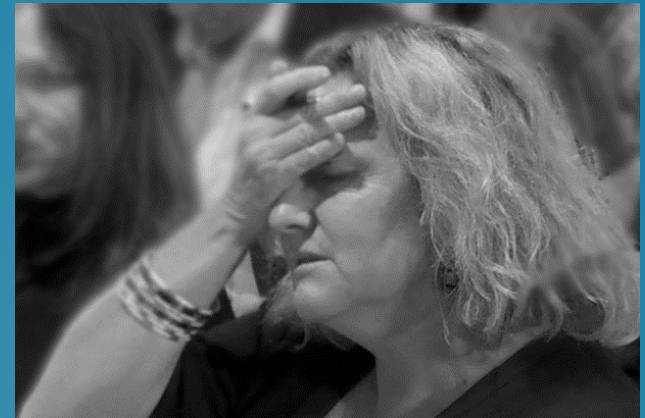


People have been let down by training

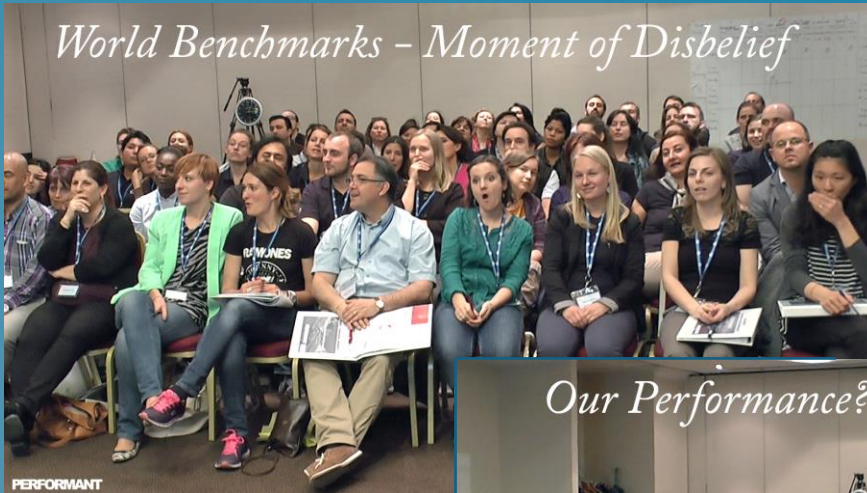
The content is often too theoretical and lacks application to their everyday reality

Only **12%** of employees apply new skills learned in L&D programs

Harvard Business Review, *Where companies go wrong with L&D*

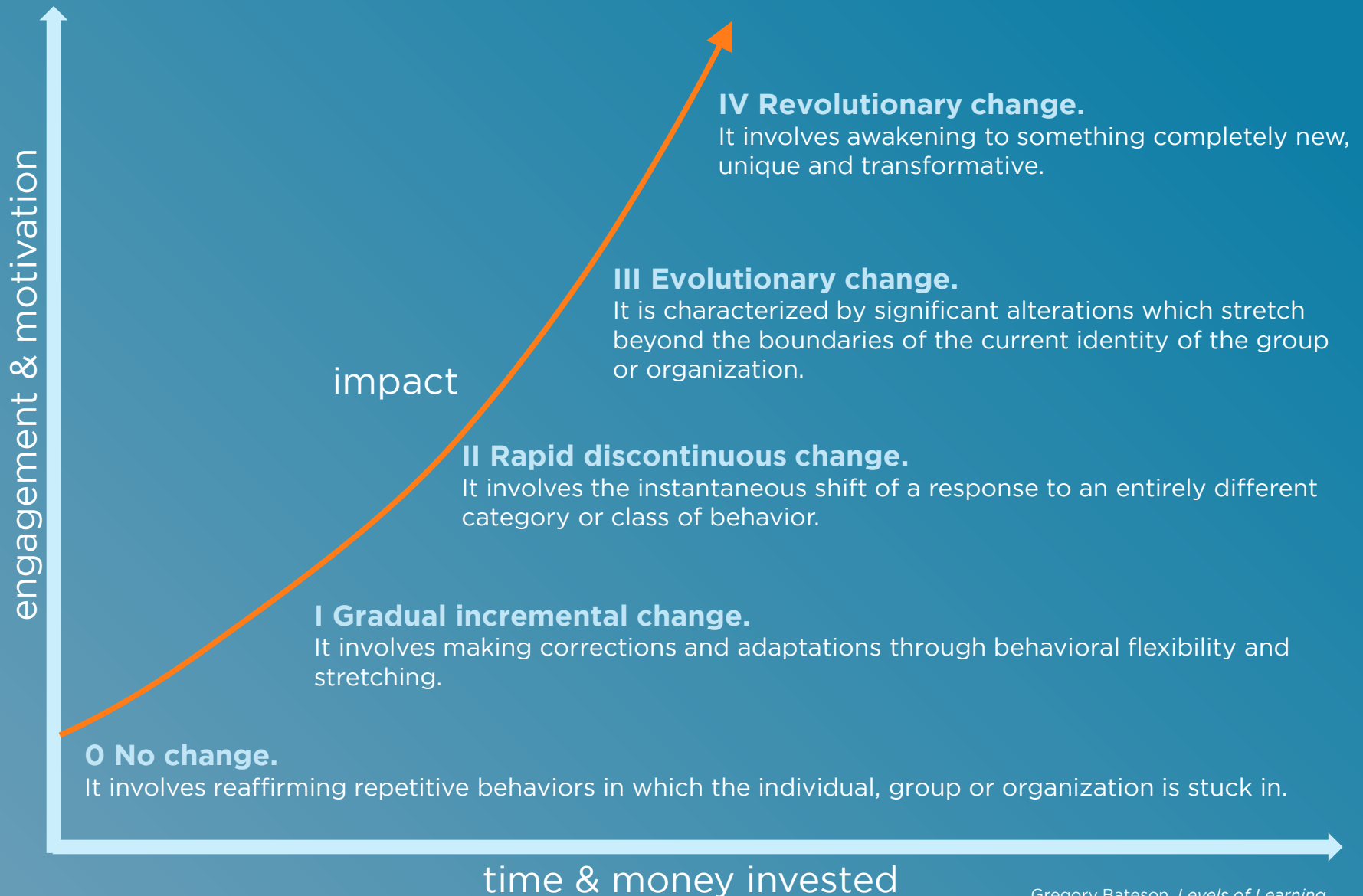


Real-world situations make learning real



Images: Accelerated Learning shifts mindsets and modifies behavior patterns, all of which start by increasing learning retention. This is done by “opening up the learner” and by “spicing up the learning”. By the end of the first day, 99.3% of participants say they prefer learning this way.

Four learning levels



* LEVEL 0

No change

It involves reinforcing "inside the box" repetitive behaviors in which the individual, group or organization is stuck.

Team outings for everyone. They may be used as a reward to participants having little relevance to work.

Fun activities and events such as karting, paintball, party games or winetasting, usually run by an activity host or organized internally.



Often called "Team Bonding"

Price per participant per day:
75 - 150 CHF

"It was a fun moment, I got to know my colleagues outside of work"

Anonymous

* LEVEL 1 (CLASSROOM)

Gradual incremental change

This involves making corrections and adaptations through training. While these modifications may help to extend the capabilities of the individual group or organization, they are still "within the box".

Classroom training for a group of people. The goals are to gain knowledge and skills.

Delivered by trainers and coaches through lectures and presentations and may include exercises.



Often called "Training"

Price per participant per day:
100 - 250 CHF

"It was interesting."

Anonymous

LEVEL 1 (EXPERIENTIAL)

Gradual incremental change

This involves making corrections and adaptations through behavioral flexibility and stretching. While these modifications may help to extend the capabilities of the individual group or organization, they are still "within the box".



Experiential workshops for teams. Usually, a mixture of fun activities with individual and team learning objectives, complete with work-related debrief.

Delivered by

- Trainers and coaches with limited or no management experience.

Method

- Instructor-led activities, exercises and open discussion.

Impact

- Anecdotal improvements.

“Team Building”

Price per participant per day:
200 – 350 CHF

*“Interesting method to improve our communication skills”
Johannes - **Givaudan***

LEVEL 2

Rapid discontinuous change

It involves the instantaneous shift of a response to an entirely different category or class of behavior. It is essentially the switch from one type of "box" to another, e.g. change in policies, values or priorities.



Workshops that potentially include cross-functional teams and their managers. Normally, a selection of activities addressing work-related issues. Often complemented with individual conversations.

Delivered by

- Skillful facilitators that may have management experience at a larger organization.

Method

- Activities grounded in leadership theory and behavioral models. May include follow-up to anchor new learnings.

Impact

- Thought-provoking insights, observable behavioral shift at individual / team level, better communication.

“Team Dynamics”

Price per participant per day:
300 – 450 CHF

“I acquired new techniques and knowledge that have been beneficial to my approach to do work in the office”

Gaëlle - CERN

LEVEL 3

Evolutionary change

It is characterized by significant alterations which stretch beyond the boundaries of the current identity of the individual, group or organization. We could say that not only are they outside the "box," they are outside of the "building", e.g. transition of role, brand or identity.



Intensive programs typically for people managers and top management only. Case studies, business simulations, addressing current issues. Often driving consulting- or research-based conclusions.

Delivered by

- Experienced facilitators with solid academic or consulting background, potentially with experience in top management at multi-nationals.

Method

- Based on theory, catering to the complexity of senior management. May include inspirational speakers, in-situ cases, executive coaching and mentoring.

Impact

- Profound individual changes and the impetus for a larger organizational change.

“Leadership Development”

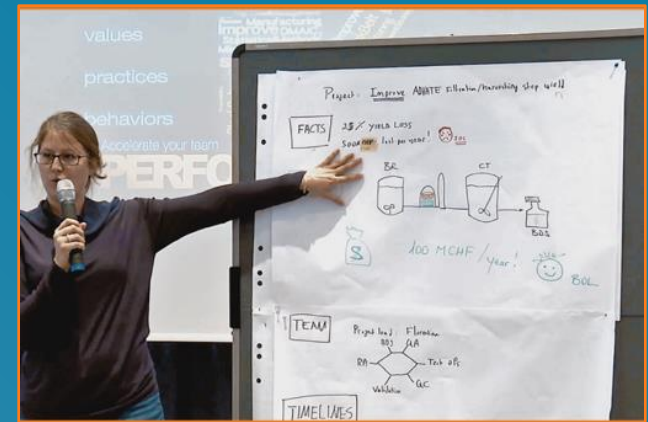
Price per participant per day:
600 – 2'000+ CHF

“Every one of my managers has come out with a drive and focus that is having a very positive impact on our culture”
Scott - **ACER**

LEVEL 4

Revolutionary change

It involves awakening to something completely new, unique and transformative. Here, the individual, group or organization is out of the box, out of the building and in a new world, e.g. completely new responses, technologies or capabilities that open the door to previously unknown and uncharted possibilities.



Transformational programs for the **entire workforce** including leaders and top management. Systemic approach that changes the team or organizational culture, including beliefs and practices.

Delivered by

- Accredited Accelerated Learning™ facilitators with relevant education and 15+ years management experience at multi-nationals.

Method

- Enterprise Accelerated Learning™ rooted in neuroscience and proven across industries. From 10's to 100's participants at a time.

Impact

- Paradigm shift with tangible and measurable results.

“High Impact Team”

Price per participant per day:
300 – 900 CHF
depending on group size

*“Within the 90 days, \$42 million of improvements are on schedule”
Nathalie - **Baxter***

TESTIMONIALS

"Your workshops are not just training, they are something else. It's transforming how we perceive each other at work, how we do things around here, how we behave as one big team. It's about developing a high-performance culture that delivers fast tangible results."

Nathalie Winter
HR Talent Management
Baxter BioScience

Baxter

"The program compels you to question your current approach and look for ways to influence your individual and team performance. Even after a few hours we had identified short term improvements in the range of over 1.5 million CHF and every one of my managers has come out of the workshop with a drive and focus that is having a very positive impact on our culture.

If you're looking for a program that challenges your teams and leaders to leave their comfort zones in exchange for creating a high performance business environment and helps you get the managers you need - then you have to try this. It's awesome!"

Scott Hickey
Contact Centre Manager EMEA
ACER Europe

acer
explore beyond limits™

"I recommend this workshop to all teams and to any company who wants to increase their effectiveness and performance in an energetic and dynamic environment. Our corporate policy dictates that I can't disclose exactly how many millions in improvements were delivered by our teams as a result of Performant's programs. Thank you and see you again soon."

Marie-Paule Dubaele
Head Category Regulatory Affairs Team
Novartis Consumer Health

 **NOVARTIS**

Meet the partners



Clement COHEN built a \$275 million publicly listed enterprise with offices in 35 countries in 6 years. In his role as Global COO, he founded a corporate university and attributes his success to an experimental team development program. In 2011 his encounter with Accelerated Learning led to the development of Performant's High Impact Team program. The resulting paradigm-shift impact swiftly transformed entire departments. The clients named the program 'ROI Teambuilding™'. Previously, Clement served as Chief Strategy Officer at an NGO dedicated to innovation and as partner at Cohen & Simons specializing in turn-around. Clement is a Chartered Engineer and holds post-graduate degrees in management. Clement speaks English, German, Spanish and French.



Tatiana MATVEEVA brings 19-years experience working in big multi-nationals: Pepsi International Bottlers and Japan Tobacco International, as global director of Leadership Development. She specializes talent management, executive development and has a holistic grasp of HR-related processes. Originally from Russia, she has worked out of Canada, Germany and Switzerland serving internal clients and external partners globally from over 100 nationalities. Tatiana holds a Masters degree in education and linguistics, is an accredited mediator, coach, and project manager, as well as a practitioner of PPI®, NEO™ and SHL™ psychometric tools including Belbin® Team Roles. Tatiana speaks Russian, English and French.



Jeroen THOLEN comes with 20-years experience in hospitality, tourism, and construction across three continents. His passion for learning from the outdoors led to the creation of fun and enriching activities. He is EU licensed to safely conduct outdoor corporate learning experiences. His strength lies in designing workshops that are anchored in behavioral psychology relevant to the workplace. Jeroen holds a BA in sports management, a BA in hospitality and is an accredited team coach, facilitator in collective intelligence, as well as a practitioner of DISC, NLP, and Belbin® Team Roles. Jeroen speaks Dutch, English, and French.



Sharia WALKER is a conflict management practitioner with over 14 years of experience. Mission-driven, she joined the prestigious Islamic Development Bank to lead their women and youth development programs across 57 countries. During her 6-year tenure, she continued to design and deliver conflict resolution programs serving both internal and external partners. She founded Walkers Institute in 2013 serving global clients before joining Performant Group. Sharia has Master's degrees in both education and conflict management. She also holds a California license as a legal mediator. Sharia speaks English, Arabic, and Italian.

PERFORMANT GROUP



Simply email or call us for an informal chat



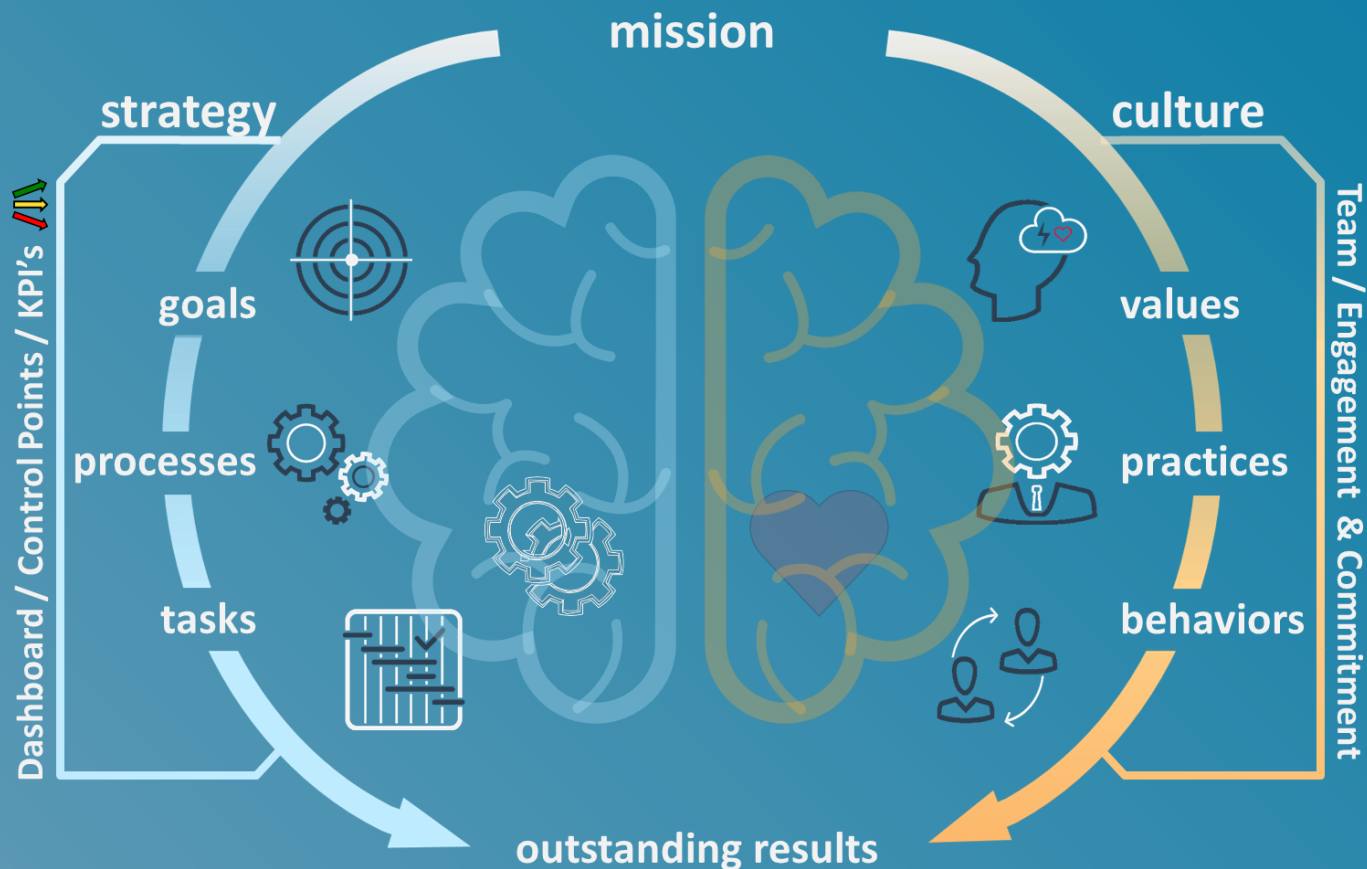
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PERFORMANCE INTELLIGENCE™

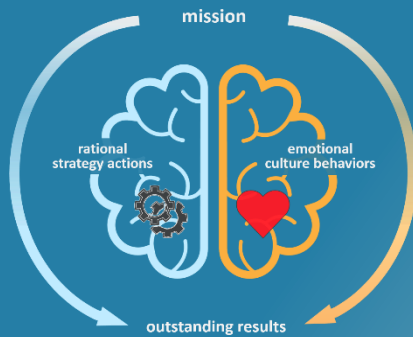
alignment framework



Performance Intelligence is the capability to align “left-brain” rational strategy actions with “right-brain” emotional culture behaviors to get outstanding results and stakeholder engagement

4 Observations

PERFORMANCE INTELLIGENCE



1

Organizations who have their Culture and Strategy aligned succeed even in the most grueling of circumstances. Equally, most catastrophes can be attributed to risk originating from a misaligned organization.

CRITICAL ELEMENTS OF TEAMWORK



2

82% of corporate executives we polled said that their organization still did not have "The Critical Elements of Teamwork" in place. Yet we often prefer to blame outside factors and cut costs instead.

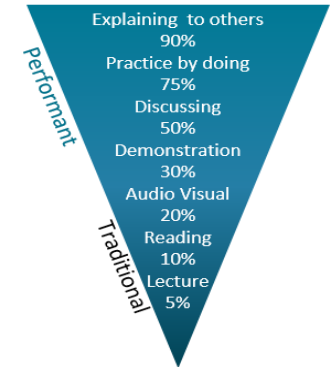
MULTIPLE INTELLIGENCES



3

Simultaneously impacting all senses is the best way to maximize the chance of influencing and changing many different types of people. Increasingly, we require a wider set of soft skills.

ACCELERATED LEARNING



4

It is easier to train a skill like accounting than it is to change a belief, attitude or behavior. Yet that is more often the problem. Affecting a large group of people will open the way for others to follow their example.

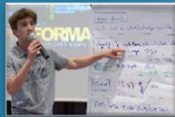
4 Conclusions

SUCCESS BREEDS SUCCESS



300% improvement during simulation Day 1

\$5m improvement for the business Day 2



1

Success breeds success, as does fast tangible results.

Which is why we are so obsessed about it.

USE TOOLS THAT EVERYONE CAN USE



2

Simple pragmatic tools and templates applied consistently by everyone, bring better results than complicated tools used by only a few.

BEST PRACTICE TAKES PRACTICE FIRST



3

Your people will change only after they are convinced something works, only after it has saved them time and only after it has given them fast results.

Which is why practicing in a safe environment comes first.

ENGAGEMENT MEANS EVERYBODY



4

Your receptionist might be the most creative thinker. Unfortunately, most organizations wouldn't know it, let alone, capitalize on it.

Unleashing your hidden talent empowers your people and widens the resource pool your leaders can lean on.