

LIFT YOUR PERFORMANCE ENVIRONMENT

Business Lincolnshire
The place to go for business growth

EUROPEAN UNION
Leader in Performance

WINGMAN
PERFORMANCE CONSULTANTS

Discover How to 'LIFT' Your Business

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Agenda

- **Welcome & Introductions**

- **Understanding Your Performance Environment**
 - Session #1: What is a Performance Environment in a business context?
 - Session #2: How effective is YOUR Performance Environment?

- **Creating Your Performance Environment**
 - Session #3: Performance Environment - Individual
 - Session #4: Performance Environment - Team
 - Session #5: Performance Environment - Wrap up

Introduction

Understanding Your Performance Environment

Session #1: What is a Performance Environment in a Business Context?

Workbook
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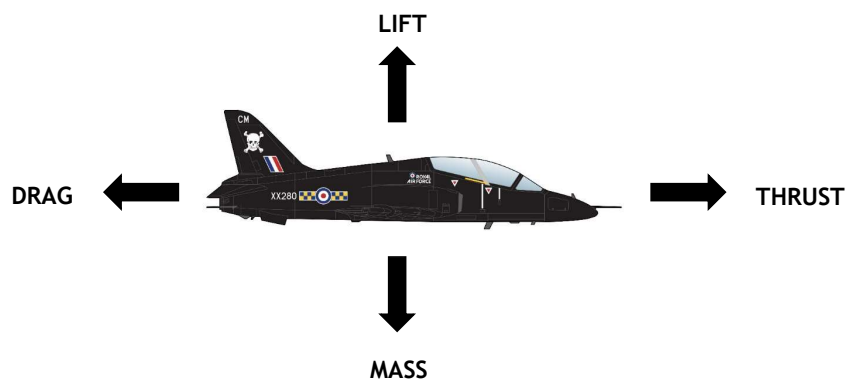
How many of you here believe that the **teams** in your business are **performing** to the best of their **ability**?

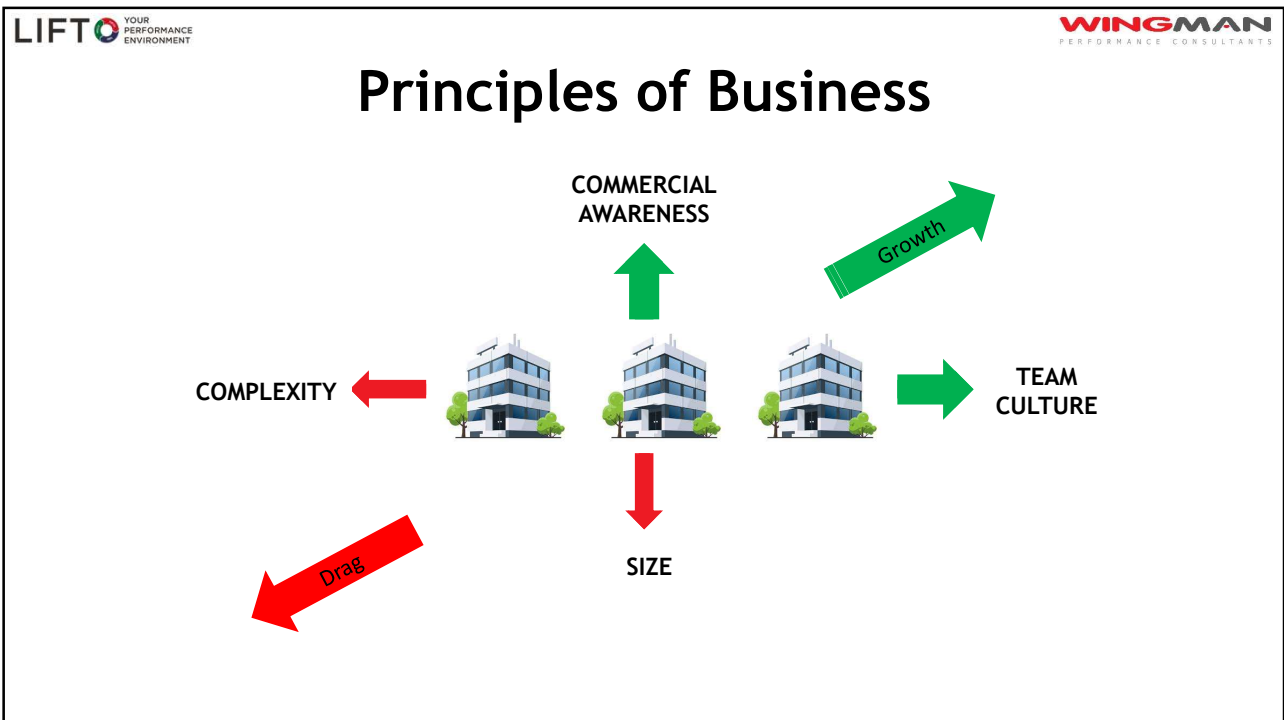
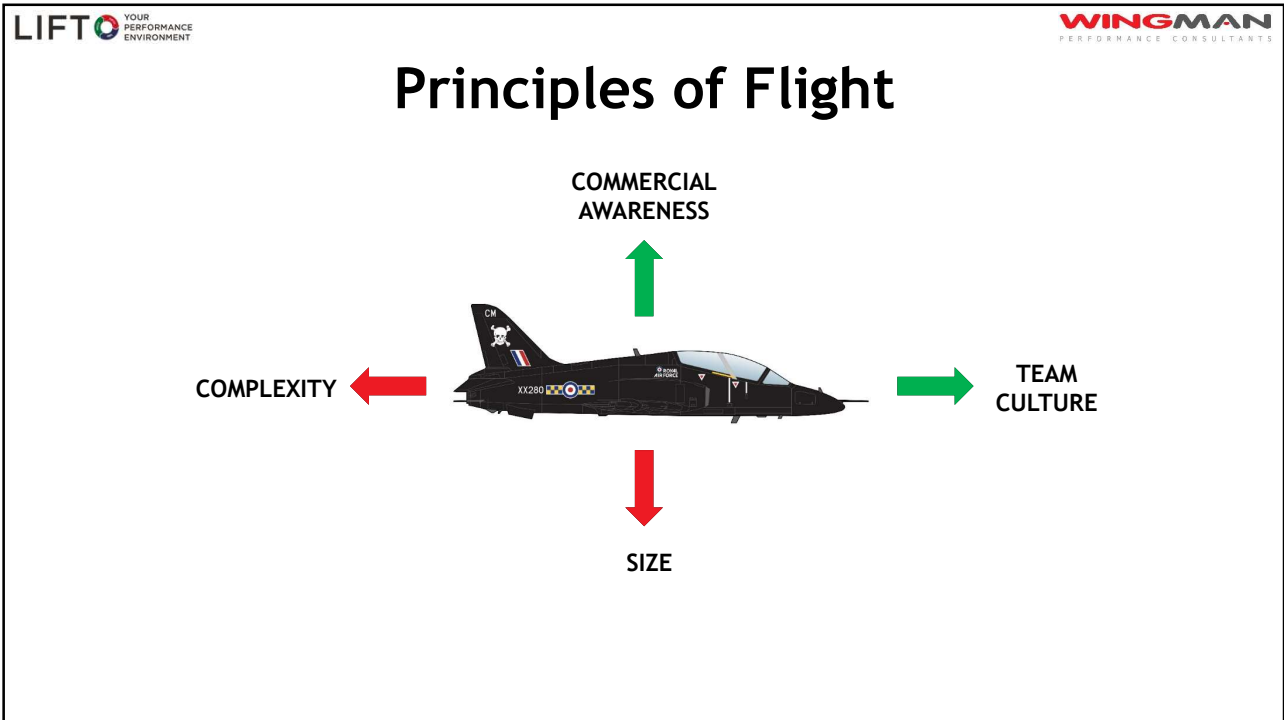
What is a Team?

1. What is your definition of a team?

2. What is your definition of a high performance team?
*Include two examples of metrics that measure that but have
NO FINANCIAL ELEMENT to them?*

Principles of Flight





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Why Companies Fail to Grow Effectively: *The Eight Assumptions*

1 People automatically know how to work as a team

2 Individuals are doing the jobs that they are supposed to be doing

3 Everyone knows what others contribute towards the bigger picture

4 Individuals are in the right job and have the right skillset

5 Teams know how to work with other teams

6 There is a strategy to ensure we communicate effectively

7 Standards are aligned and everyone is working the same way

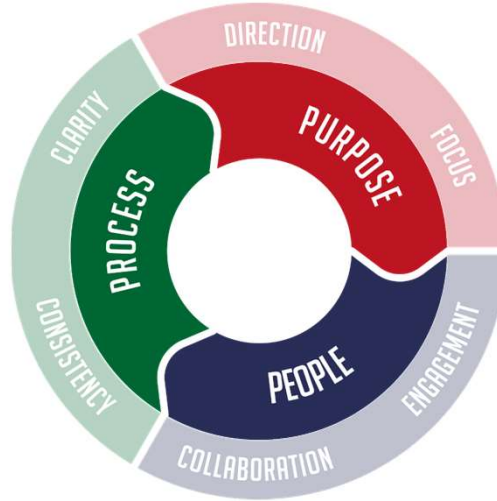
8 The team culture is conducive to high performance

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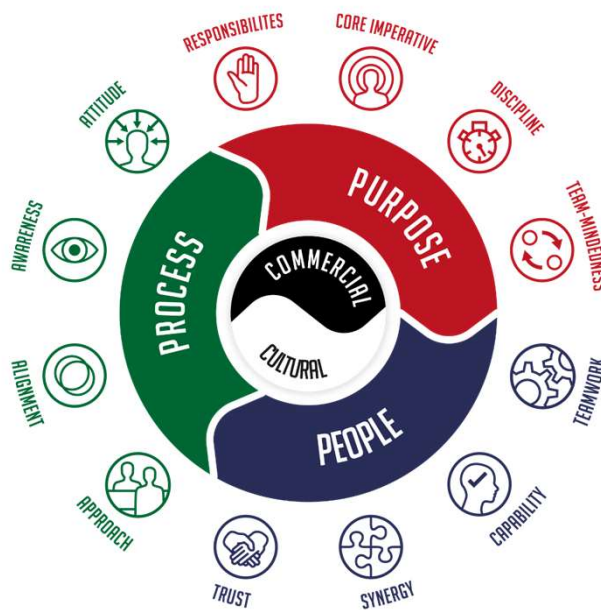
The Performance Environment Model

The diagram shows a circular ring divided into eight segments, each representing a negative state in a performance environment. Starting from the top and moving clockwise, the segments are labeled: DIRECTIONLESS, UNFOCUSED, DISEMPOWERED, UNCOLLABORATIVE, INCONSISTENT, and AMBIGUOUS. There are two additional unlabeled segments at the top and bottom of the ring.

The Performance Environment Model



The Performance Environment Model

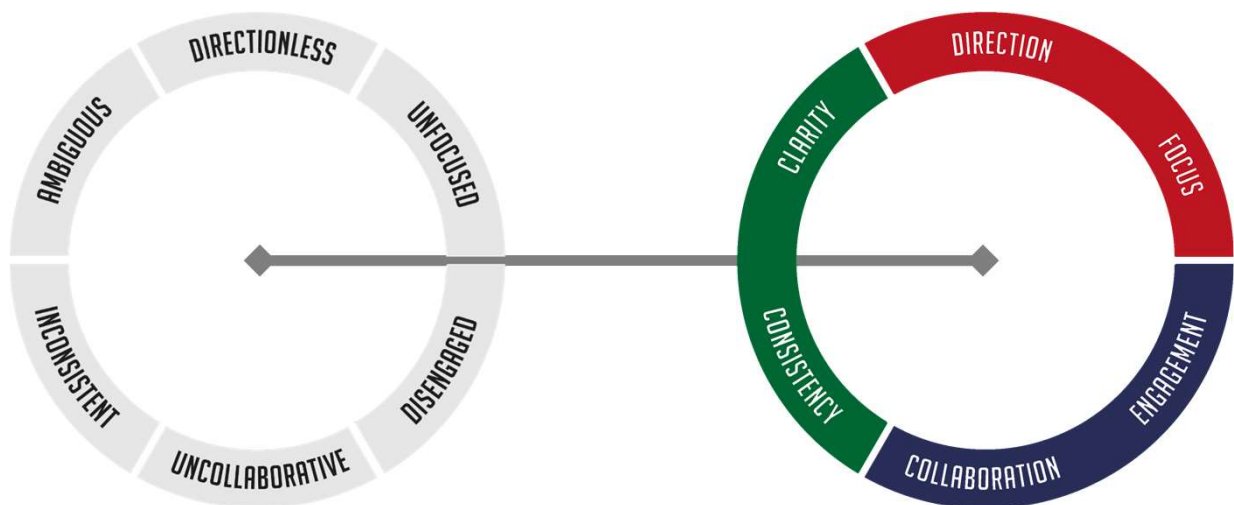


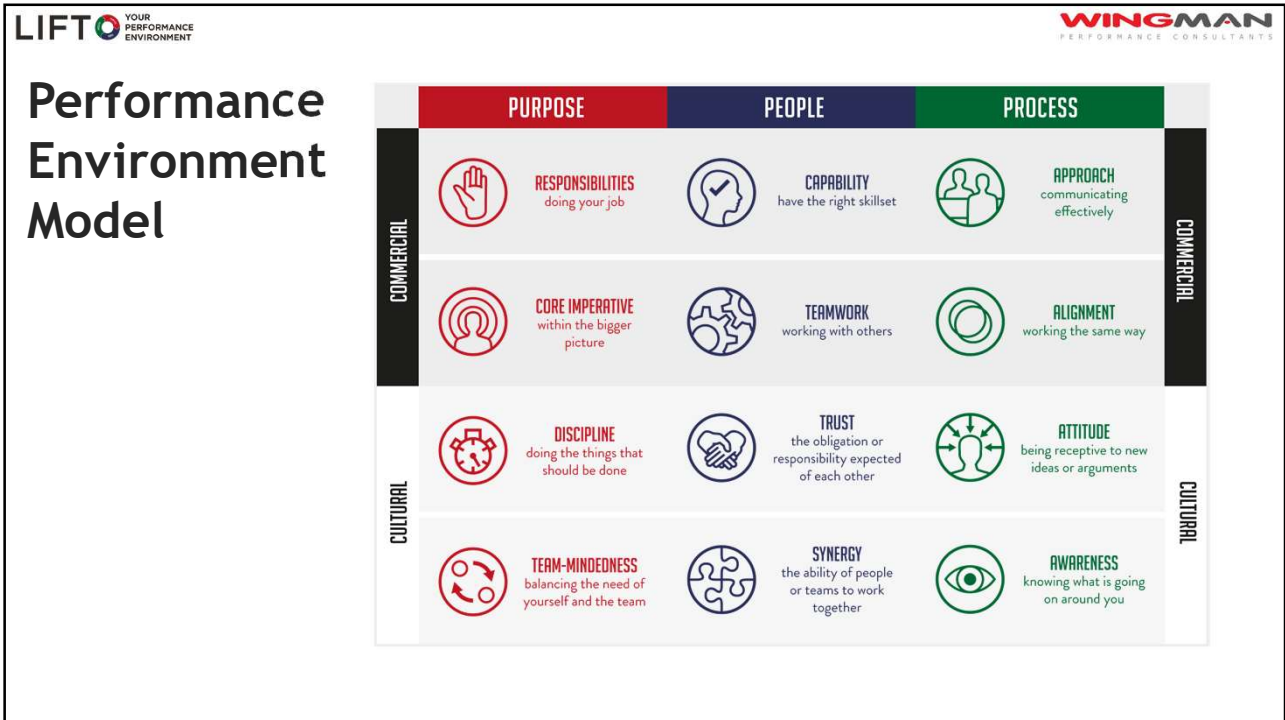
Understanding Your Performance Environment

Session #2: How Effective is your Performance Environment?

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The Performance Environment Model





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CAPABILITY
Have the right skillset




TEAMWORK
Working with others




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APPROACH
Communicate effectively



ALIGNMENT
Working the same way



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Team Culture



DISCIPLINE
Doing the things that should be done



TRUST
The obligation or responsibility expected of each other



ATTITUDE
Being receptive to new ideas or arguments



TEAM-MINDEDNESS
Balancing the needs of yourself and the team















SYNERGY
The ability of people or teams to work together



AWARENESS
Knowing what's going on around you

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Performance Environment Model

		PURPOSE	PEOPLE	PROCESS		
COMMERCIAL	 <p>RESPONSIBILITIES doing your job</p>	 <p>CAPABILITY have the right skillset</p>	 <p>APPROACH communicating effectively</p>			
	 <p>CORE IMPERATIVE within the bigger picture</p>	 <p>TEAMWORK working with others</p>	 <p>ALIGNMENT working the same way</p>			
CULTURAL	 <p>DISCIPLINE doing the things that should be done</p>	 <p>TRUST the obligation or responsibility expected of each other</p>	 <p>ATTITUDE being receptive to new ideas or arguments</p>			
	 <p>TEAM-MINDEDNESS balancing the need of yourself and the team</p>	 <p>SYNERGY the ability of people or teams to work together</p>	 <p>AWARENESS knowing what is going on around you</p>			

What are YOU doing
to create the *right environment*
where *high performance* is inevitable?

How do you know
that the *success of your teams*
is because they are working together
or in spite of them working together?

Creating Your Performance Environment

Session #3: The Performance Environment - Individual

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'Individual' Dynamics



RESPONSIBILITIES
Doing the right job



CAPABILITY
Have the right skillset



APPROACH
Communicate effectively



DISCIPLINE
Doing the things that should be done




TRUST
The obligation or responsibility expected of each other




ATTITUDE
Being receptive to new ideas or arguments

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Breakout: Discuss the 'Individual' Commercial Dynamics




- What are you currently doing, if at all?
- What do you think you should be doing?
- How do you measure its effectiveness?



RESPONSIBILITIES
Doing the right job



CAPABILITY
Have the right skillset



APPROACH
Communicate effectively

Breakout: Discuss the 'Individual' Cultural Dynamics



- What are you currently doing, if at all?
- What do you think you should be doing?
- How do you measure its effectiveness?



DISCIPLINE

Doing the things that should be done



TRUST

The obligation or responsibility expected of each other



ATTITUDE


Being receptive to new ideas or arguments

Creating Your Performance Environment


Session #4: The Performance Environment - Team

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'Team' Dynamics




CORE IMPERATIVE
Within the bigger picture




TEAMWORK
Working with others




ALIGNMENT
Working the same way



TEAM-MINDEDNESS
Balancing the needs of yourself and the team




SYNERGY
The ability of people or teams to work together




AWARENESS
Knowing what's going on around you

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Breakout: Discuss the 'Team' Commercial Dynamics




- What are you currently doing, if at all?
- What do you think you should be doing?
- How do you measure its effectiveness?



CORE IMPERATIVE
Within the bigger picture



TEAMWORK
Working with others



ALIGNMENT
Working the same way

Breakout: Discuss the 'Team' Cultural Dynamics



- What are you currently doing, if at all?
- What do you think you should be doing?
- How do you measure its effectiveness?



TEAM-MINDEDNESS

Balancing the needs of yourself and the team



SYNERGY

The ability of people or teams to work together



AWARENESS

Knowing what's going on around you

Creating Your Performance Environment

Session #3: The Performance Environment - Wrap up

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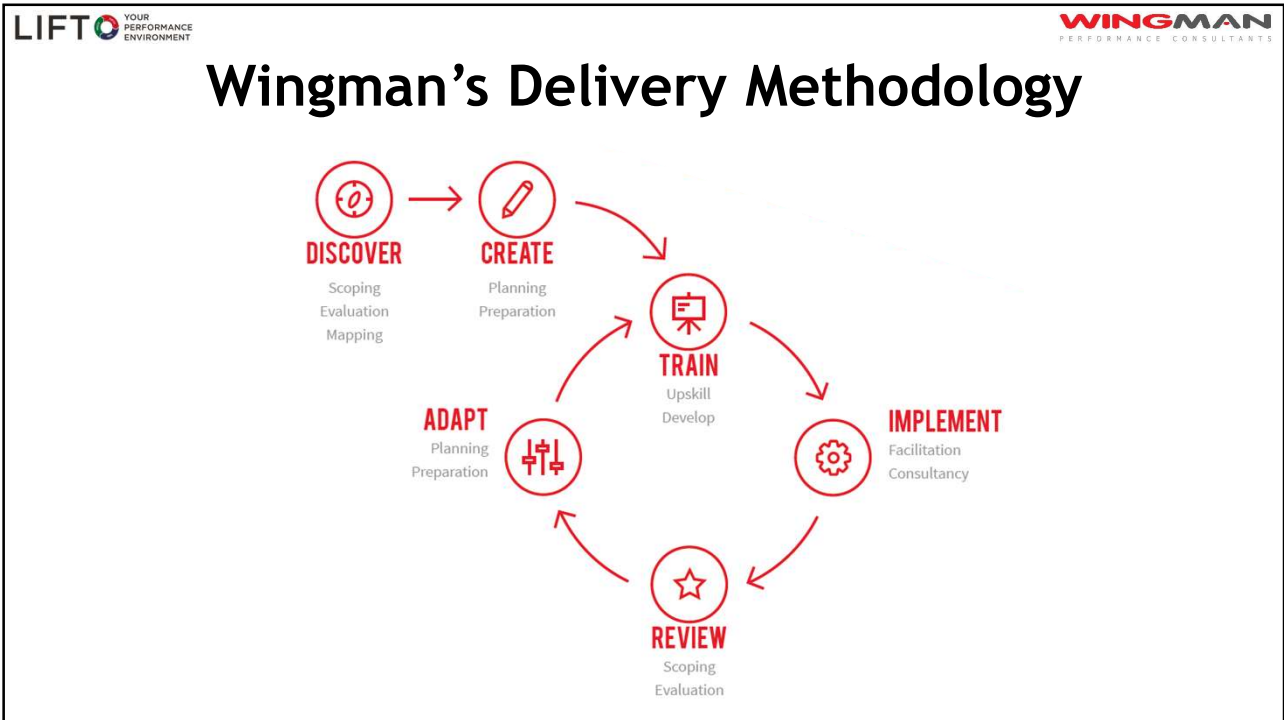
Your Performance Environment Improvement Plan Framework

Workbook
Page 14 & 15

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Pilot Workshop Feedback



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Creating an environment where high performance is inevitable

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