

# Develop Performance Professionals



## SixBoxes® Practitioners Program

### *Project-based Learning for Performance Professionals*

The *Six Boxes Practitioner Program* builds organizational capacity to diagnose, develop and undertake significant performance improvement projects and applications using The Six Boxes Approach. It enables performance professionals – including HR, HRD, Training, OD, OE, Process and Quality specialists, and others – to become highly effective performance improvement practitioners.

This program offers the potential for significant improvements in impact and business results using a set of models and language that can be broadly shared and used to communicate and collaborate with everyone else in the organization, including executives, managers, team leaders, and individual contributors.

Because the Six Boxes Approach is compatible with virtually any other business improvement methodology, from strategic planning to process improvement to systematic training design, it provides a powerful enhancement to the tools and methods you already use and want to retain, rather than a replacement. The Six Boxes Approach brings a systematic focus to the *human performance* element of other business improvement methodologies and tools. In some cases, it represents a simplification when performance improvement methodologies have become cumbersome or difficult to implement. For many organizations, this program can accelerate ramp-up to performance consulting for training, HR, OD and other performance professionals.

### **This program enables participants to:**

- build on insights gained from *Introduction to Performance Thinking* with technical tools and methods designed to accelerate results by improving employee performance
- enhance their ability to effectively communicate and collaborate with line management
- plan performance improvement projects of their choice using the 7-step Performance Improvement Logic, working individually or in small teams
- execute projects that will achieve measured results, avoiding beginners' mistakes with coaching support



## Description

The *Six Boxes Practitioner Program* combines a two-day classroom experience with a series of small group coaching sessions following the workshop to guide beginning practitioners through one or more application projects. Additional coaching services are available, as needed, to support projects beyond the scope of this program, which focuses on reinforcing new skills and correcting beginner's mistakes before they become obstacles or misconceptions.

## Building Cross-Functional Teams

The *Six Boxes Practitioner Program* offers organizations an opportunity to assemble project teams that include people from different functions, for example, training, organizational development, process improvement, and line management. Because they can easily share the language and models of Six Boxes Performance Thinking, we find that such project teams can move forward with unusual degrees of collaboration and mutual learning and cross-fertilization. Because of the small-group coaching component, this program provides a way for these teams to work together with the benefit of an experienced outside coach to catalyze new ideas, provide feedback and suggest steps forward.

## Access to the Performance Thinking Network

Participants in the *Six Boxes Practitioner Program* obtain access to electronic versions of our tools so that they can conduct analysis and design activities using common electronic files and share them easily. They will also have password-protected access to online resources for practitioners, including means of communication with other practitioners, updated versions of tools, a database of examples and work products, etc.

### The Performance Thinking Network

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*The first thing we noticed was that we could have meaningful conversations about performance. Then we discovered we could have those conversations with people at all levels outside our organization and make much faster progress.*

- Director of Learning and Development

