



Early Edition Program Summary – A Partial List

These pages summarize our nearly final session list for the 2020 Summer Institute.

The Performance Thinking® Coach – Formerly known as Six Boxes® Performance Coaching, this program is for those new to Performance Thinking, or those specifically interested in our coaching model. It teaches how to have coaching conversations that identify an individual's valuable work outputs, select a work output to add or improve, discuss behavior needed to produce or achieve it, and arrive at agreed-upon action steps to develop it.

Executive Coaching with Performance Thinking® – This one-day preview of our planned certification program teaches a new approach to executive coaching that is different from but adds value to conventional executive coaching methods. We help senior leaders to identify and prioritize their own contributions to the organization, decide on time and resource allocation, inspect how they affect the teams and processes for which they are responsible, and engage in proactive critical thinking to improve their own effectiveness and impact.

Experienced Performance Thinkers Share Cases, Applications and Challenges – This annual segment allows those who have completed Performance Thinking® programs to share with one another, learn from one another, and explore possible new ideas, strategies and tactics. It is always one of the most dynamic sessions at the Summer Institute, and provides a model for virtual online sessions that we hope to begin later in the year.

Working with Decision Makers and Stakeholders – All of us, whether we are developing leaders and managers or conducting performance improvement projects, need to communicate and collaborate with decision makers and stakeholders in the organizations we serve. This structured discussion will share ideas about what members of our community have done to implement programs and fully engage leadership in performance improvement.

Ideation and Design Thinking: A Baker's Dozen of Brainstorming Techniques – Surya Vanka returns to share elements of Design Thinking with us that bring synergy and creativity to performance improvement. After his stunning full-day workshop last year, we will be bringing everyone together to learn and share with Surya again.

Fireside Chat: Carl Binder & Surya Vanka on Performance Design – At our usual outdoor gathering around the fire in Friendship Circle, Carl and Surya will discuss performance improvement as a design engineering discipline.

Update: Six Boxes® Change Management – We have been evolving a unique approach to driving and sustaining change in organizations since the beginning of our work with the Six Boxes® Model almost 40 years ago. This session reports on advances we have made integrating the best we can learn from change management specialists into application of our Performance Improvement Logic to change and implementation management.

Strengthening Employee Engagement – We've learned from a combination of The Gallup Organization's Employee Engagement survey and our own Six Boxes performance improvement that we have a unique key to employee engagement. This session will introduce you to a process for creating plans for improving employee engagement in a team, a department, a business unit, or an entire organization.

An Update from Amgen with Gina Rester-Zodrow – Gina leads the largest Performance Thinking Community of Practice in the world, with over 250 Six Boxes® Practitioners, who have conducted hundreds of performance improvement projects over more than a decade. We'll learn from Gina how her global community is evolving, and what they have learned since last year. This is always one of the high points of the Summer Institute.

Sales Enablement: A Perfect Performance Thinking Application – Carl Binder has been involved with sales enablement since the 1980's when he began work with global sales and marketing organizations and founded Product Knowledge Systems, in Boston. John Schanck, our Director of Major Accounts, was Senior VP of Sales at a Fortune 100 company when he and Carl met. And Barbara Bucklin has been working on sales performance for years, most recently in some groundbreaking projects with Carl. They will partner to deliver an update and a “soft launch” of our specialized offering for sales organizations to help them define the performance of their exemplary sales people and drive continuous improvement with an integrated sales enablement approach.

Agile Talent Development with Performance Thinking® – Our coaching program offers organizations a vehicle “at the point of performance” for managers and their team members to drive continuous performance development that keeps pace with the rapidly changing business needs of organizations. We'll discuss how this program can work, as well as both opportunities and obstacles for implementation. Performance Thinking® can be a powerful driver of organizational culture, IF it is systematically implemented and supported. We'll invite your participation.

Tidbits from Behavior Science: Self-Management for Individuals and Organizations – Carl always pulls something from his bag of basic behavior science and “de-nerds” it by showing how discoveries from the lab apply in real life. This year he'll explore how laboratory work on choice, concurrent behavior chains, and reinforcement value relate to self-management techniques we can use as individuals, as well as to the arrangement of conditions in organizations by the people in those organizations to support and improve their own performance.

Performance Thinking® for ABA and Behavioral Health Organizations – Carl will partner with Shane Isley, who is has been a successful ABA business owner and is a seasoned organizational performance consultant, to discuss what they are doing to help improve the “performance infrastructure” of organizations that are growing rapidly. A unique market for application of Performance Thinking methods and programs, this growing industry offers enormous potential for improving business processes, operational excellence, and employee engagement and retention.

State of the Network: New Offerings and Soft Launches – Although the novel coronavirus has slowed us down, like everyone else, 2020 is a big year for the Performance Thinking Network. In addition to expanding our reach and beginning to actively recruit Affiliates, we have been planning to launch several new programs and services, notably our Executive Coaching certification, Sales Enablement System package, and modular curriculum for HR Business Partners. We'll discuss where we are and where we are going, with possible implications for attendees.

A Lot of Really Good Food and Good Company! And a LOT of New Ideas! Every year we look forward to the Summer Institute, not only because of its great content and wonderful participants, but also because of the incredible venue at Islandwood, a unique environmental education center, and exceptional cuisine, served family style. We make a point of encouraging people to record the insights and new ideas they obtain in the four days, and share them at the end. Last year the person who had the most new ideas recorded over 150 of them! If even only a few of those are truly great ideas, that's a lot to take away.

Testimonials from Last Year: Visit www.PerformanceThinking.tv our YouTube Channel

Information and Registration: Find the link from an ad on our home page at www.SixBoxes.com

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