



Early Edition Program Summary – A Partial List – Still Working on It!

These pages summarize our tentative session list for the 2021 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 conversations that identify an individual's valuable accomplishments or contributions (work outputs), select one to add or improve, discuss behavior needed to produce it, and identify agreed-upon action steps for development.

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. It can help senior leaders 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 will be similar to virtual online sessions that we will have begun this July.

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

Inclusive Design – **Surya Vanka** returns to share elements of Design Thinking with us focused on his work with *Inclusive Design* over the last couple of years. After his stunning full-day workshop last year, we will be bringing everyone together to learn and share with Surya again, probably integrating how he approaches this issue with our methodology for integrating cultural/organizational values with operational performance.

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 Certified 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.

Re-Imagining Public Safety with Performance Thinking – Carl has been analyzing issues related to public safety and police misbehavior, along with the missing elements of a public safety "system" that should be aimed at the accomplishments of people being and feeling safe in public and at home. He will share how the Six Boxes® Model may provide an analytical framework for civic leaders to address these issues *systemically*.

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 about how our Practitioner Program can enable sales organizations to define the performance of their exemplary sales people and drive continuous improvement with an integrated sales enablement approach, using our coaching process.

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.

Carl's 72nd Birthday Party – We've decided to use Carl's birthday (Sept 22) as an excuse to have a party by the fire, and enjoy one another's company in a relaxed setting without having to talk altogether about "work."

Tidbits from Behavior Science: Principles of Evolution applied to the Pandemic – 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 COVID-19 set the occasion for a wide variety of variation in behavior, some of which turned out well, and some of which failed. This is a general model for evolution through "variation and selection," but also invites participation about what new practices you expect to continue in the "new normal."

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 huge potential for improving business processes, operational excellence, and employee engagement.

State of the Network: New Offerings and Soft Launches – Although the novel coronavirus has slowed us down, like everyone else, 2022 will be 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 new programs and services, notably our Executive Coaching certification, Sales Enablement approach, 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 the Last One: Visit www.PerformanceThinking.tv our YouTube Channel

Information and Registration: Find the link on our home page at www.PerformanceThinking.com

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