

# Lay A Foundation For Change



## Introduction to Performance Thinking

*Our foundation program will change the way you think about performance*

The purpose of this program is to introduce in one day – to anyone and everyone – the simple models and language of performance thinking, allowing lots of time for conversation and exchange of new ideas. Attendees learn basic “literacy” in how to define, manage and improve performance. We can deliver it for up to 200 people at a time, or as few as 20. It works as a stand-alone employee development program or as the first step in a more systematic implementation of performance thinking in your culture, management practices, and performance improvement methodologies.

### This program enables participants to:

- describe performance in a way that links people’s day-to-day activities to business results
- diagnose and clarify performance problems and opportunities in a simple but systematic way
- communicate about performance using simple visual models and plain English language
- recognize and configure combinations of factors to accelerate needed behavior, work outputs, and results.

*If I can't fit what I'm about to do as an executive into the Six Boxes Model, then I don't do it. This model, and the understanding I've gained about the factors that drive successful performance, are central to my management and leadership approach.*

- Sr. VP of Sales

### Description

This one-day workshop uses lecture-discussion, structured interaction, job aids, and practice to teach participants key concepts and a simple language for understanding and improving performance, with ample time to share and discuss their own examples. When participants come from different functional groups or departments in an organization (line managers, support staff, process improvement, etc.), this program enables them to begin speaking together in plain English about challenges and opportunities, and creating solutions for both day-to-day and systemic performance problems.



## Materials

Participants receive a bound program workbook, a portable wallet-card summarizing the main models of the Six Boxes Approach, and a laminated job aid for analyzing and planning how to improve performance.

## Access to the Performance Thinking Network

This program provides the entry-point to the community of program alumni that share a plain English, research-based understanding of performance and its drivers and use that understanding to improve performance and results, supported by an emerging suite of social networking and knowledge management resources on our web site.

## Results

This is not a technical, jargon-filled training program for practitioners. But we often find that alumni do the most amazing things – like completely revamping how they collect feedback to manage their teams, creating training and development plans that work better, adding new value as performance consultants to meetings with business stakeholders, and so on. This program, if completed by a critical mass of people in an organization, has the potential for creating a tipping point to a performance-based culture.

## Pricing

The standard pricing for Introduction to Performance Thinking is \$495 per participant with a minimum of 20 participants. We offer discounts for large groups (up to 200 at a time) to make it easier for you to introduce performance thinking to as many of your people as possible.

### The Performance Thinking Network

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*“It’s amazing how performance thinking is starting to take hold from our executive team down to front-line managers. We’re seeing a big pay-off in terms of employee satisfaction and manager performance.”*

Dir. of Organizational Development

