



“In this workshop managers will move beyond individual performance.”

Peak Performance

Optimizing and Sustaining Peak Company Performance

Workshop Overview

Optimizing and Sustaining Peak Company Performance is the fifth in a series of five workshops aimed at helping managers develop and sustain peak employee, team, and company performance. This workshop is the capstone of the peak performance workshop series. In this workshop managers will move beyond individual performance. They will learn how to work together, as a management team, to sustain peak overall company performance. They will revisit the company's strategic plan and operating initiatives. They will review the performance targets and development plans they have created for their employees and teams and identify the links to the business strategy. They will explore the connections between each other's work in peak performance with an aim to discover points of high leverage for increasing company performance.

Workshop Objectives

1. Managers understand what other managers are doing to sustain peak performance.
2. Managers collectively identify the links between what they are doing in peak performance and accomplishment of the company's strategic and business plans.
3. Managers begin to discover how to make adjustments to the performance plans for their employees and teams in order to increase overall company performance.
4. Managers understand the importance of looking forward, using the company's strategic plan, to anticipate future performance needs. They understand a process for establishing company-wide strategic performance development programs to ensure the company has the right people at the right place at the right time.

Take-Home Value for Managers and their Company

1. Managers begin to work together to bring the power of coordinated focus on performance to accomplishing the company's strategic and business plans.
2. Continuous effort in peak performance is focused on those performance objectives and results critical to accomplishment of the company's strategic business plans.

Continued on pg. 2

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Optimizing and Sustaining Peak Company Performance, pg. 2

3. The company has an ongoing process of strategic human resource development, ensuring sufficient and competent people in place to execute the company's strategic plan.

Time Frame

Half day

Post-Workshop Coaching

Steve Dudley Associates is committed to the successful application of our workshop materials. We offer one-on-one coaching as a value-added option for each of our workshops. Please click on the “Coaching” tab to see a description of our workshop follow-up coaching program.

Workshop: Optimizing and Sustaining Peak Company Performance

Recommended coaching sessions: 2-4

Suggested areas of coaching support:

- Assisting managers in establishing performance tasks, objectives, and criteria that reflect company performance optimization.
- Assisting managers in adjusting performance rewards to reflect performance that contributes to overall company performance.

Group Facilitation

Facilitation of management team meetings is aimed at coordinating work on performance management and development, linking performance work to the company's vision and strategic plan, developing company-wide performance development programs, and focusing reward systems on performance growth.