



## Performing in Challenging Times

### Business Driver

In today's climate of economic uncertainty, competition is intensified and performance and profits challenged. In this market, business leaders need to ensure that their top teams are performing at their full potential, delivering excellent results against increasingly tough targets. In our experience, a good team will always outperform a group of individuals.

Recognising the dramatic change in the market place, we have specifically designed a programme for performing in challenging times. It will create the mindset, team dynamic and competitive edge required for top teams to succeed against their competition.

### In a Nutshell

The **Performing in Challenging Times** programme is tailored to meet the specific business goals of the client and includes the following steps:

- ✓ The unique **Olympic Performance Workshop** utilising seven secrets from the world of Olympic sport that are vital to business performance.
- ✓ Developing shared and SMART objectives that the team are committed to achieving, using the Balanced Scorecard methodology.
- ✓ Providing 1-2-1 Coaching support to each team member to generate momentum and action.
- ✓ Profiling the team members to raise their collective potential through awareness of strengths and weaknesses using psychometric profiling.
- ✓ Developing and implementing a performance 360-degree feedback tool based on the team's perception of the critical competencies required for them to achieve their goals.
- ✓ Establishing Mentoring support from senior internal leaders.

### Advantages and Benefits

121partners has a unique track record in designing and delivering team performance programmes. Our team combines accredited coaching skills; Board and CEO level track record, as well as Olympic medallist and coaching experience. The tangible business benefits of our team approach include boosting client relationships, sales performance, operational efficiency and customer service.

### Case Studies

FTSE 250 client programmes include:

- Global Sales Team, focussed on pipeline growth and building an effective team working across country and organisational boundaries
- Global Account Director Team, developing key competencies to significantly boost individual and team performance
- Operational Director "Profit & Potential" Programme, focussed on maximising profit, without sacrificing quality of service

### Testimonials

*"The team has become adept at thinking on its feet and rapidly adapting to changing internal and market conditions."*

*"The team coaching workshop accelerated the process of understanding who we were as a team."*

*"The individual coaching gave me a new framework for problem solving and increased my confidence in decision making."*

*"The programme is a fantastic concept without which we could not have achieved our business goals."*