



# THE DORSEY GROUP

*Managing Performance. Leading People. Getting Results.*

## Partners in Performance

**A** powerful approach to accelerating performance improvement while creating a very positive and morale-boosting impact on your entire organization. Utilizing on-site, off-site and on-line components, Partners in Performance offers an on-going professional service that combines systematic performance improvement methodology with state of the art technologies to achieve quantifiable results.

### On-Site > Local Coaching & Consulting

**Organizational Assessment.** Our experts work with your leadership team to assess how your organization now operates and identify priority areas for improvement.

**Executive Briefings.** Based on the assessment, we conduct on-going briefings to monitor your progress and pro-actively manage your priority improvement efforts.

**Guidance and Support.** Expert on-site guidance and coaching — to solve specific issues and problems — is provided each month.

### Off-Site > Workshop & Support

**Performance Consultants Workshops.** Select employees become your company's "Performance Consultants" and participate in our "Train-the-Trainer" program — designed to prepare them in facilitating your priority improvement efforts.

**Performance Consultants Support.** Our experts expound on relevant performance topics at our monthly support meetings. Your "Performance Consultants" are invited learn new processes and techniques and to meet with other Partner organization members to share experiences and discuss issues.

#### **Managers/Team Leaders — Advanced Development Workshops.**

Monthly workshops are held to support your management team. This insures they are educated and updated on the most current applicable performance efforts and techniques.

### On-Line > Training Tools & Techniques

**TIMs (Team Information Management System).** TIMs is our proprietary state-of-the-art training program that is the foundation for Partners in Performance. Using a web-based platform, TIMs provides easy access to all the tools, techniques and examples utilized.

**Virtually Everything You Need.** TIMs provides you with all you need to train, implement, then monitor the performance status of teams in your organization.

**Stratify Your Facilitation Efforts.** TIMs stratifies facilitation efforts into four interrelated tracks: Organizational Analysis, Strategic Alignment, Organizational Development and Implementing for Results. There is not a faster or more accurate way to align, communicate and follow up on your performance initiatives and goals.



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### Typical 12 Month Program

Organizational Analysis	Strategic Alignment	Organizational Development	Implementing for Results
Assessment & Observations Interview & Analysis Process Mapping Identify Performance Killers \$\$\$ Recovery Opportunity	Mission & Values Goals & Indicators Accountability & Alignment Scorecards & Expectations Performance Briefings	Leadership Development Supervisory Development Facilitator Development Team Building Coaching & Leadership	Priority Project Selection Problem Solving Participation & Ownership Focus & Follow-Through Track & Measure Results

	Hours By Activity	By Month											
		1	2	3	4	5	6	7	8	9	10	11	12
<b>On-Site Guidance &amp; Support</b>													
Organizational Assessment	40	16	16				4				4		
Guidance & Support	48	4	4	4	4	4	4	4	4	4	4	4	4
Executive Briefings	16		4			4			4			4	
<b>Off-Site Development &amp; Training</b>													
Performance Consultant Workshop	48			16				16				16	
Performance Consultant Support	96	8	8	8	8	8	8	8	8	8	8	8	8
Manager/Team Leader Development	48	4	4	4	4	4	4	4	4	4	4	4	4
<b>Total Hours</b>	<b>296</b>	<b>32</b>	<b>36</b>	<b>32</b>	<b>16</b>	<b>20</b>	<b>20</b>	<b>32</b>	<b>20</b>	<b>16</b>	<b>20</b>	<b>36</b>	<b>16</b>

### **B**ENEFITS INCLUDE:

- Accelerated ROI
- Ongoing expert support and guidance for the organization
- Priority problems receive time, focus and dedication required to solve improved communications and accountability
- Independent, objective and experienced professionals
- Employee development occurs at all levels of the organization
- Increased employee participation
- Buy-in and ownership