

PERFORMANCE OPTIMIZATION

*QUICK*START



QUICKLY MOVE YOUR
LEADERSHIP TEAM
FROM ORDINARY TO
HIGH PERFORMANCE

LIDDELL CONSULTING GROUP'S PERFORMANCE OPTIMIZATION QUICKSTART PROVIDES A UNIQUE EXPERIENCE FOR YOUR LEADERSHIP TEAM THAT CREATES FOCUS FOR ORGANIZATIONAL SUCCESS.



THE QUICKSTART
RAPIDLY INCREASES
YOUR TEAM'S
PERFORMANCE.



Liddell Consulting's Performance Optimization Quickstart identifies company needs and performance gaps to produce a powerful team performance plan. The Quickstart is a unique approach that utilizes interactive group discussions, individual discovery, and professional facilitation to ensure real-world outcomes.

Your leaders, employees, and executive team will make or break your success. The Quickstart is designed as the starting point for aligning your leadership team's perspectives, attitudes, and goals, for performance, results, and long-term success.

UNCOVER WHAT IS PREVENTING YOUR TEAM FROM BEING SUCCESSFUL.

As a leader, you face many obstacles that can derail success. Unlocking the full potential in your leadership team can be a challenge. The Quickstart focuses on identifying what is preventing your leadership team from maximizing results in your organization.

 **Marketplace Pressures**

- Increasing competition
- Customer satisfaction
- Cost pressure

 **Employee/ Team Performance**

- Managing expectations
- Engagement
- Need for collaboration to drive innovation

 **Changing Workforce**

- Retirements across all levels of leadership
- Generational differences in the workplace

 **Recruitment & Retention of Talent**

- Tightening labor market
- Realities of a mobile workforce
- Today's employees expect development

Liddell Consulting works with your leadership team to discover what is preventing them from reaching their full potential. Is it the culture, leadership issues, or other obstacles? These surface level roadblocks define the root challenges your organization is facing.

Through guided facilitation, a picture of your leadership and organizational success profile is brought into sharp focus. This information provides the foundation for the development of a clearly defined process for getting your leadership team in sync. It is the catalyst for driving performance throughout all levels of your organization.

GUIDING YOU THROUGH THE QUICKSTART PROCESS

1

MEETING WITH
PEOPLE 1:1.



Liddell Consulting begins by meeting with key members of your leadership team during one on one interviews. The purpose is to get each individual's understanding of the company's goals, vision, and challenges. Company-wide leadership alignment can only happen when everyone is headed in the same direction.

2

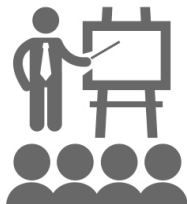
MEETING WITH
THE GROUP.



Liddell Consulting hosts a series of full day or half day sessions that allow your leadership team to interact. These sessions are facilitated to ensure discussions promote discovery of key success areas and organizational performance gaps.

3

PRESENTING A
REPORT.



The Quickstart process concludes with the delivery of a Team Performance Plan. This plan summarizes discussions from your leadership team and recommends the best course of action, specifically tailored for your organization.

UNDERSTANDING THE PROCESS

The Quickstart process starts with end results in mind. What will success look like for your organization? Liddell Consulting unlocks the wealth of insight through its collaboration with leaders and facilitated team discussions.

This information forms the foundation for the creation of a team performance plan. Its purpose is to quickly move your leadership team from ordinary to high performance.

The plan identifies strengths, areas for improvement and development, and the activities and behaviors required for ongoing transformational change.

Performance is routinely measured against your organization's success profile, and adjustments are made as needed. This continuous cycle will perpetuate success at all levels of the organizations.





BUILD YOUR SUCCESS PROFILE

- WHERE DO YOU WANT YOUR ORGANIZATION TO GO?
- WHAT DO YOU NEED TO ACHIEVE TO BE SUCCESSFUL?
- HOW WILL YOU GET THERE?

Liddell Consulting helps you answer these profile questions and more through the Quickstart process. Identifying your Critical Success Factors (CSFs) is central to building your organization's capabilities and future success.

The CSFs are organized into four desired performance results categories:



**These are your
Critical Success Factors. (CSFs)**

These CSFs guide future conversations. Knowing what success looks like enables your organization to compare current performance strengths, and gaps.



MATCH YOUR COMPANY CULTURE TO SUCCESS

A company's culture develops through its people, systems, and working environment. It is the greatest defining factor for organizational performance. Liddell Consulting's guided facilitation with your leadership team identifies areas of cultural strength, and areas needing improvement. We then compare your current company culture to your success profile. This knowledge enables you to align your leadership team, through their actions, communication, and treatment of others, to achieve your organizational objectives.

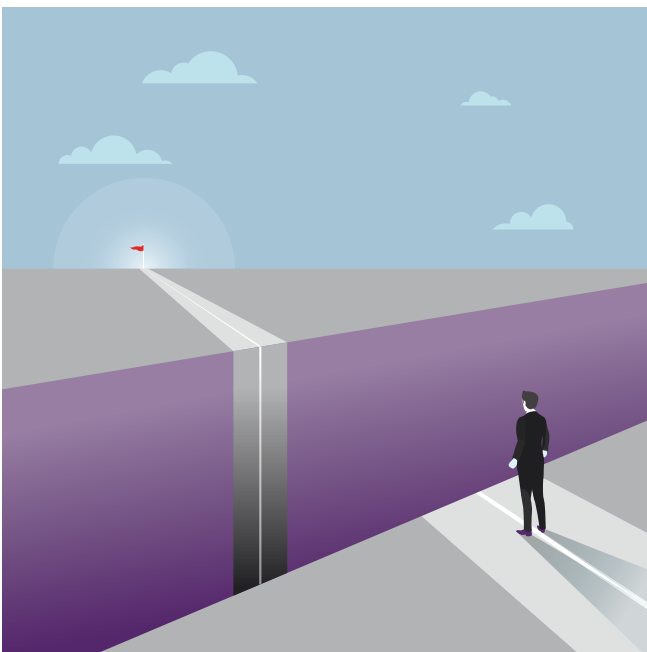
ATTITUDES

PRACTICE

BELIEFS

YOUR CULTURE IS MORE THAN A MISSION STATEMENT

A great culture starts with a mission statement that guides a company's values and purpose. It also reflects the values and beliefs of the current leaders. Leadership drives culture, and culture drives performance. However, disconnects can arise between a company's aspirational culture and its actual culture. If leaders don't change, the culture won't change.



WORKPLACE CULTURE IS:

WHAT YOU DO AND SAY

THE WAY YOU BEHAVE

**THE WAY YOU TREAT
EACH OTHER**

**HOW YOU KNOW YOU
BELONG**

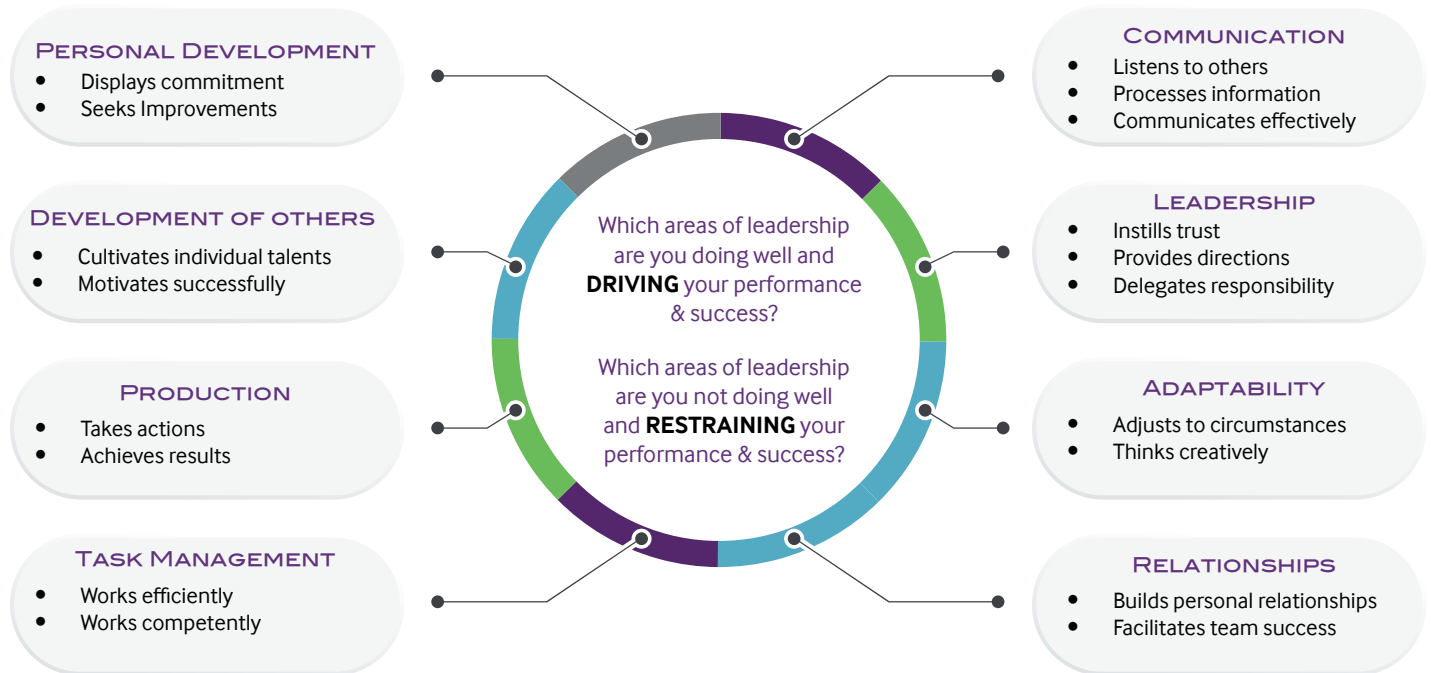


LEADERS ESTABLISH YOUR ORGANIZATIONAL CULTURE

Your organization's leaders are the driving force behind a positive workplace culture, and they have the greatest impact on high performance.

- 50% of employees reported leaving their current job because of their manager
- Only 12% of employees felt their current manager helped with goal setting and prioritization

After we identify your aspirational and ideal culture to your actual culture, we discuss with your team how current leadership is affecting the culture:



Liddell Consulting assesses leaders based on our four core leadership competencies. These competencies are driven by essential outcomes and focused on key requirements for success at each level.





MEASURE YOUR PERFORMANCE

Measuring performance and success is an essential function in business management. The starting point for measurement is your Team Performance Plan. What needs to be achieved, and how will execution be evaluated?

With your Critical Success Factors (CSFs) identified through the Quickstart process, we work together to create Key Performance Indicators (KPIs).

CSFs - CRITICAL SUCCESS FACTORS



KPIs - KEY PERFORMANCE



TAKE ACTION

- Determine gaps and priorities for improvement
- Define action plans to impact positive change
- Use CSFs and KPIs to predict and define success.
- Assign responsibility and outline milestones for accountability.

ASSESSMENTS FOR LEADERS, INDIVIDUALS, AND TEAMS

Assessments are powerful drivers of learning and change. Liddell Consulting's assessments and feedback process help participants measure where they are, clarify needs and goals, and set direction for further development. Through the use of three assessment tools, insight can be gained into DISC personality indicators, team effectiveness, and perceptions of your organization's leaders. These support tools fit seamlessly into Liddell Consulting's Performance Optimization Quickstart.

EVERYTHING DISC®

A DISC personality assessment that helps you understand an individual's motivation and behaviors. Everything DISC®™ uses a research-validated learning model to create a highly personalized experience. It is used to build more effective relationships and understand leadership styles.

EVERYTHING DISC 363® FOR LEADERS

Everything DISC 363® for Leaders isn't just any 360. It's a dynamic 360-degree feedback tool plus 3 personalized strategies for leaders to put into action immediately—a 360 + 3! The richness of Everything DISC® comes together with the research-based Eight Approaches to Effective Leadership framework to help any leader—emerging high-potentials and experienced executives alike—incorporate critical feedback from direct reports, peers, and bosses into a development plan to increase their effectiveness in a leadership role. Whether coaching one-on-one or working with small groups of aspiring leaders, this powerful set of resources includes tips, techniques, and step-by-step guidance to help you introduce Everything DISC 363 for Leaders into an organization, get buy-in from senior leadership, determine the scope and timeline for implementation, and deliver a fully customizable 360-degree feedback and coaching offering that meets your client's specific leadership development needs.

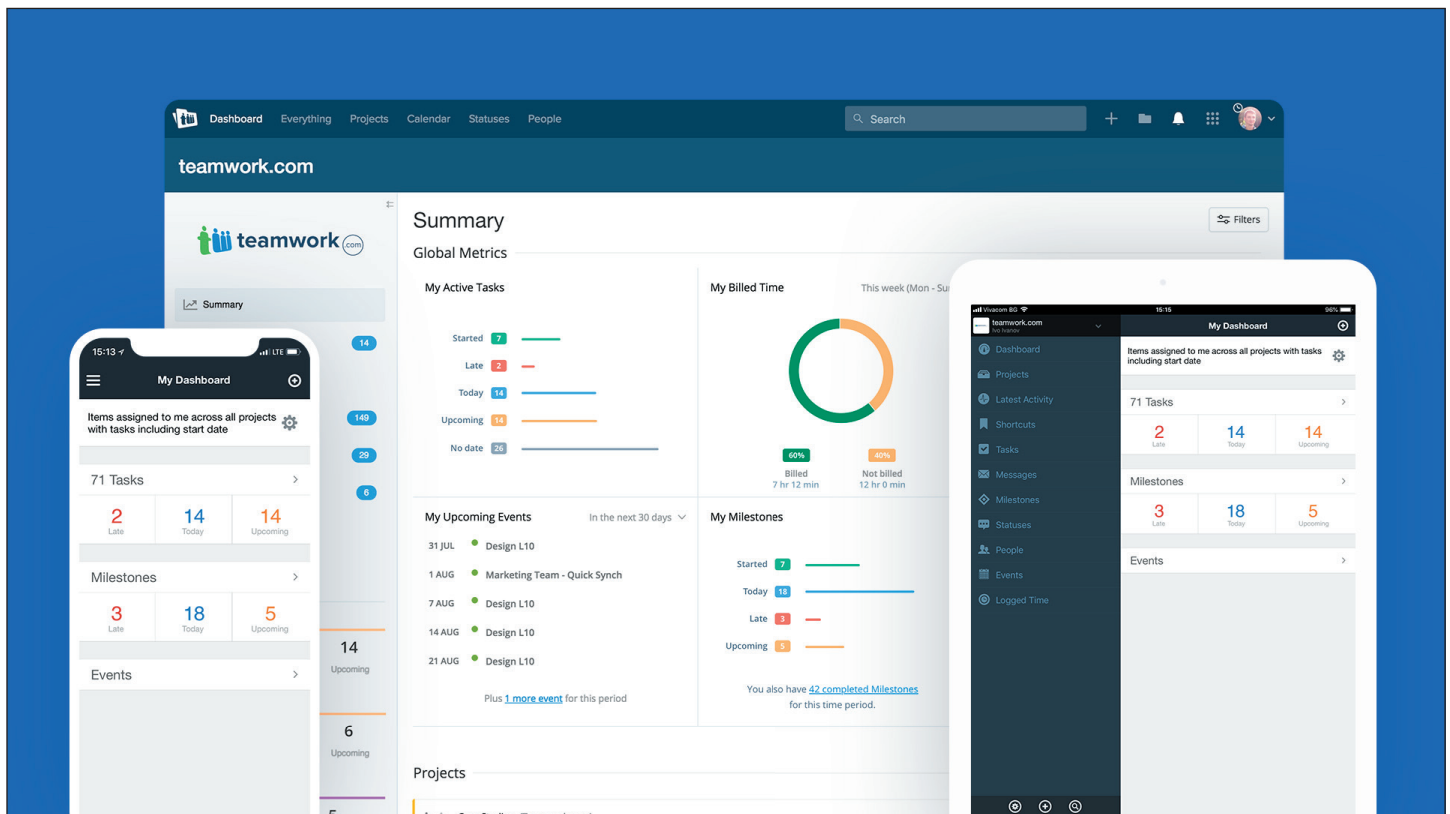
PXT SELECT™

PXT Select™ offers superior selection and employee assessment tools to help organizations make smarter hiring decisions. Delivered exclusively through a network of Authorized Partners, our assessment solutions empower organizations by providing them with actionable data about the people they employ now and in the future. Simply put, PXT Select™ can make selecting the right candidate for a job both simpler and smarter. Having the right people in the right jobs fosters a culture of happier, more engaged, and more productive employees.

STAYING ON TRACK

Liddell Consulting Group’s online portal keeps every task involving your leadership development program in one place. Participants interact and upload assignments between sessions. Managers and programs sponsors can follow progress in real time.

The portal can be accessed from Liddell Consulting’s website, through the mobile application, or from a desktop computer. Reminders, tasks, and assignments are sent real time via email and stored in the portal for anytime access. The portal is an essential and simple way to keep learners engaged and achieving results!



Liddell Consulting Group is the trusted adviser for leaders and managers. As experienced leadership experts, we offer perspective for the complicated challenges organizations face, provide comprehensive and objective evaluations, then develop actionable and results-oriented solutions. Liddell Consulting helps leaders discover the driving force behind their organization's ability to achieve. Finding their purpose empowers leaders to recognize value, and create a company culture of engagement, contribution, and trust. Liddell Consulting can help you unlock the full potential at all levels of your organization.

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