

Rapid Performance Turnaround™

We generate Rapid Performance Turnaround™ by creating the space for teams and leaders to hold the critical conversations that really matter and make a difference.

Accelerating change becomes possible when leaders and teams move together toward new perspectives and common conclusions.

Our experience shows that working only with leaders is ineffective, because even when leaders change, it takes a while before teams fully acknowledge and trusts that change.

On the other hand, working only with teams will never yield any result if the leader has not changed with the team. Team members can only develop if the leader provides the framework for change and nurtures it constantly.

Team Performance	+	Team performs better for a short time but becomes discouraged by old leadership patterns.	Rapid Performance Turnaround™
	-	Team and Leader repeat same patterns and produce same poor outcomes.	Team does not respond to leader's initiatives. Leader is frustrated and reverts to old patterns.
		-	+
Leader Performance			

Just One Week to Show First Results...

Your organization or team can have concrete results within one week from the time you contact us. This includes conducting rapid scans of your team's mindset; arriving on site and conducting the Rapid Performance Turnaround™ session culminating in your team's agreement to its breakthrough action steps. We work to refocus everyone on what really matters to succeed through a proven integrated approach that supports the leader in making effective decisions throughout the turnaround process.

Immediate Benefits

Actionable Team Agreements — People are clear and committed about what to do because of the way they achieved their conclusions as a group.

High Team Value — The entire process is time and cost effective. Our time is focused on high value-added team dynamics rather than data collection and analysis. The process thoroughly works through all key team issues, and new action steps are immediately possible after the meeting due to heightened understanding and trust.

Advances Self-Management — Team members discover and practice immediately their own capacity to have the right conversations, find solutions because they alone have come up with what to do next themselves. This enhances individual and team initiative.

Four Ways to Rapid Performance Improvement

Team Alignment Turnaround	Strategy Turnaround	Continuous Team Process Improvement	Leadership Coaching
half-day meeting with team	one-day meeting with management team	four half-day meetings with team	1 to 2-hour sessions as needed
Includes 2 rapid scans	Includes 2 rapid scans	Includes 1 rapid scan at each session 2 scans on the 4th	Coaching informed by results of rapid scans
Six-Month Turnaround Package			

Tell us about your challenges and schedule a free half-hour consultation, click <http://sgiz.mobi/s3/75270c3bad80>

Alain Bolea
 (617) 381-4228
alain.bolea@business-advisors.net

Scott Brumburgh
 (240) 731-1861
scott.brumburgh@business-advisors.net

How Rapid Performance Turnaround™ Compares to Traditional Change Approaches

Rapid Performance Turnaround™

Traditional

Assessment

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| 1. Just one week from your call to the time of workshop: (no long surveys, no team interviews, no design time). | 1. Up to 1 month needed to prepare for workshop: (interviews, survey, design). |
| 2. Two rapid scans done via internet. | 2. 360 degree, or other survey, manual or electronic, requires ½-1 hrs. |
| 3. Takes 1 day to solicit; 2 hours to compile report-out for 6-12 participants. | 3. Takes weeks to solicit and produce report-out for 6-12 participants. |
| 4. Just enough holistic data to open frank leader-team conversation in workshop setting within 15 minutes on how differently members see team reality. | 4. Extensive amount of data requires 1-3 hours of workshop hours to understand, interpret and link to team issues. |

Role of Consultant

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| 1. Minimal involvement pre-workshop: Meeting only as needed to set clear purpose, relevance of workshop and to gain sufficient rapport; all data is interpreted as the team leads the conversation around their current work reality | 1. Extensive involvement: Lengthy interviews; holder of team's confidential information; responsible for detailed design work; drives agenda. |
| 2. The consultant focuses on the team coming to agreement on shared reality first, before moving into new possibilities and action steps. | 2. The consultant guides the participants to explore their problems and find specific solutions. Sorting the details is time-consuming and focused on what has not worked in the past. |