AUTONOMY

BELONGING

CONSISTENCY

STATUS

LEADERSHIP

PERFORMANCE TRIGGERS

To lead for human performance in the 21st Century, we have to master these four triggers.

LET'S TALK

HUMAN PERFORMANCE LEADERSHIP

There is a new definition of performance in the 21st Century. It no longer involves repeating the same procedures, scaling up or doing things more efficiently. Instead, High Performance is now about thinking on our feet and finding outstanding solutions to typical problems.

To lead for human performance in the 21st Century, we have to master these four Triggers

Autonomy

A sense of control has an enormous effect on stress and perceived workload. It helps switch on the most effective brain regions and creates the right performance state for our best work. Leaders need to create the right feeling of control if they want people to think and perform at their best.

Belonging

When relationships don't work, we tend to revert to survival behaviours and operate in 'threat mode'. We do our best work when we feel like we are contributing to something bigger and that we belong to a great team – effort increases, while *perception* of effort decreases.

Consistency

When our regular patterns are interrupted it causes an error signal, forcing us to bypass logic and act emotionally. We need **Consistency** primarily in *Expectations, Fairness and Certainty*. If we manage these things effectively, our people can perform at their peak rather than responding to emotion.

Status

Perceived status is a fundamental driver of human performance. It explains winning streaks, confidence and momentum. With positive status, we think more clearly, act more effectively and build more confidence. **Status** is influenced by many things above and beyond role titles and pay grades, including a sense of achievement, progress and value.

Here are some ideas for your program.

Inspire action with a keynote
Re-Wiring Leadership

How do we lead our people to perform at their best in the 21st Century? Most leadership lessons are observational, but in this keynote Tony focuses on the science behind why our people do and don't perform at their peak and how leaders unknowingly affect this equation.

Assess the current state

Our Performance Assessment will give your leaders an indication of where they're helping their people thrive and where they could improve.

Go deeper with a program
Performance Triggers Program

You won't find this program anywhere else. We explain the science behind high performance and how leaders can use it to influence behaviours and consistently get better results from their people.

High Performance Teams Workshops

We've put together the critical elements of the Performance Triggers program that focus on how to build truly high performing teams. We work with teams to build their performance culture and with leaders to build their team management capability.

Three Tier Leadership Program

Broken into three distinct levels, the program allows development opportunities for all leaders, even if they don't have ambitions of getting to the top. Whether you focus on emerging leaders or senior executives there is something in this program to suit.

Get traction with coaching

Every elite performer has a mentor or coach to help keep them accountable for continuous development and to maximize their potential – corporate performance should be no different.

Format

Each Tier comprises two days of learning. Refer workshop overview for more detailed structure of each workshop.

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"This program gave me a clear understanding about my role as a leader in helping staff perform at their best on a daily basis. I apply these principles every day"

- Participant, *Government Organisation, Brisbane*

"Historically, I have seen staff go on courses, complete them and then deliver or realise no real change to the business. Tony's approach is different."

- Manager, *Construction Industry, Sydney*

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THE WORKSHOPS

Module 1: The Science of High Performance

This module sets the foundation for the rest of the course by explaining the science behind how and why people perform at their best – and this allows us to better understand the impact that leaders have on performance. We break down the arousal curve and we learn about our thinking brains, our autopilot brains and our emotional brains and find out exactly what people need to do for high performance in the 21st Century.

This compelling workshop energises leaders to strive for a better team, and creates anticipation for the modules to come.

Module 2: High Performance Culture #1 - Building the Team Environment

A feeling of ownership and control starts with a team environment that encourages open and honest communication, real collaboration, constructive conflict, self-accountability and mutual-accountability. If we can build these critical team factors, we allow people more buy-in and commitment to the team's purpose, and help people do their best work.

Module 3: High Performance Culture #2 - Compelling Goals

Do your current goals inspire people and create a sense of belonging? Whether focussing on goals, vision or KPI's, we work through the ways that leaders can manage goals effectively to create clarity and a shared sense of ownership and purpose. Every team has goals; rarely do they inspire and engage.

Module 4: High Performance Culture #3 - Team Brand

Team rules and standards are one of the fundamental aspects that create a feeling of belonging. There are usually rules for systems and process, but we also need rules for behaviour around how we engage each other, how we engage clients and which behaviours are most effective to execute the strategy. These things create our 'Team Brand'.

Module 5: Understanding and Changing Behaviour #1 - Understanding Behaviour

This module simplifies 150 years of research into behaviour and motivation theory and presents a simple case for analysing how and why people choose their behaviours. It also gives participants an understanding of how behaviours are re-wired and what leaders can do to make that happen.

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THE WORKSHOPS

Module 6: Understanding and Changing Behaviour #2 - Coaching for Behaviour Change

Most managers are very good at coaching for instructional purposes, but this session shows how to coach people to obtain the necessary behaviour change that we need to drive performance and culture.

Module 7: Creating Real Clarity #1 - Personal Alignment

One of the greatest inconsistencies for team members is a lack of congruence between company expectations and leadership behaviours. This module deals with aligning leadership behaviours in the areas of Expectations and Commitments, Fairness, Certainty and Accountability. When leaders do these consistently, they convince people that they are serious about their goals and the culture.

Module 8: Creating Real Clarity #2 - Human Systems

Goals, expectations and standards only become truly clear when everything is aligned with espoused intentions. In this module we deal with strategies for over-communication so our message isn't lost, aligning systems to support our goals and aligning *human* systems to reinforce positive behaviour. When we create this level of congruence, we start to achieve true clarity for our people

Module 9: Sustainable Performance #1 - A Culture of Winning

A famous coach said "every win makes the next win more likely". Achievement primes us for high performance by increasing performance chemicals and shifting resources to our most effective areas. There are differences between hitting targets and actually creating a culture of winning. In this module, we explore how to create a sense of progress and achievement even in the most challenging times.

Module 10: Sustainable Performance #2 - A Culture of Accountability

Accountability is the key to high performance. Leading so that people can do their best work, means encouraging people to take full responsibility for their outcomes, behaviours and attitudes. Most people instinctively want to externalise, but this workshop shows leaders how to create a culture of personal excellence and responsibility.