



Improving the Performance of People — My Approach

Throughout my 35-year career working with 1,000 CEOs and executives, I've found that their universal challenge (and highest level of frustration) relates to motivating, managing and hiring people.

I've spent the last 14 years researching, studying, writing and speaking about the most powerful and effective validated people assessment tools. I've used these tools and applied the results to resolve the following questions:

- Do I have the best people?
- Can my people compete at the next level?
- How do I get myself or my team to lead better?
- How do I hire better people?
- Are certain key members of my team able to be trained, and capable of moving up?
- How do I get my people to communicate better?
- How do I get my people to perform better?
- When do I train and when do I terminate?
- How does compensation affect performance?
- How do I effectively coach people?

CUSTOMIZED SOLUTIONS

I create customized solutions for each client by first diagnosing the problem, and then determining the sequence of assessments and solutions to deliver under my expert guidance.

Since I've deployed these in my own companies and in hundreds of client companies, this experience enables me to understand the critical issues involving the people in your organization and how to overcome them.

I've tested these tools and applied the results in my own companies. My approach always starts by using the most effective validated assessments — most of which were developed in recent years by world-class psychologists. These assessments allow us to gain a deep understanding of people we're working with, and then create a clear roadmap to achieve the desired outcome.

I've customized the approach into 6 common areas of focus that, when assessed professionally and worked on together, can improve the performance of all of the people in a company:

- Organizational Culture
- Leadership Performance
- Teamwork Chemistry and Effectiveness
- One-on-One Performance Coaching
- Hiring the Right Fit People
- Career Guidance

