

High Performance Mindset at Work Consultation



The Bernard Group offers expert advice to executive and senior leadership on ways 'high performance mindset training' can individual, team and organisational performance.

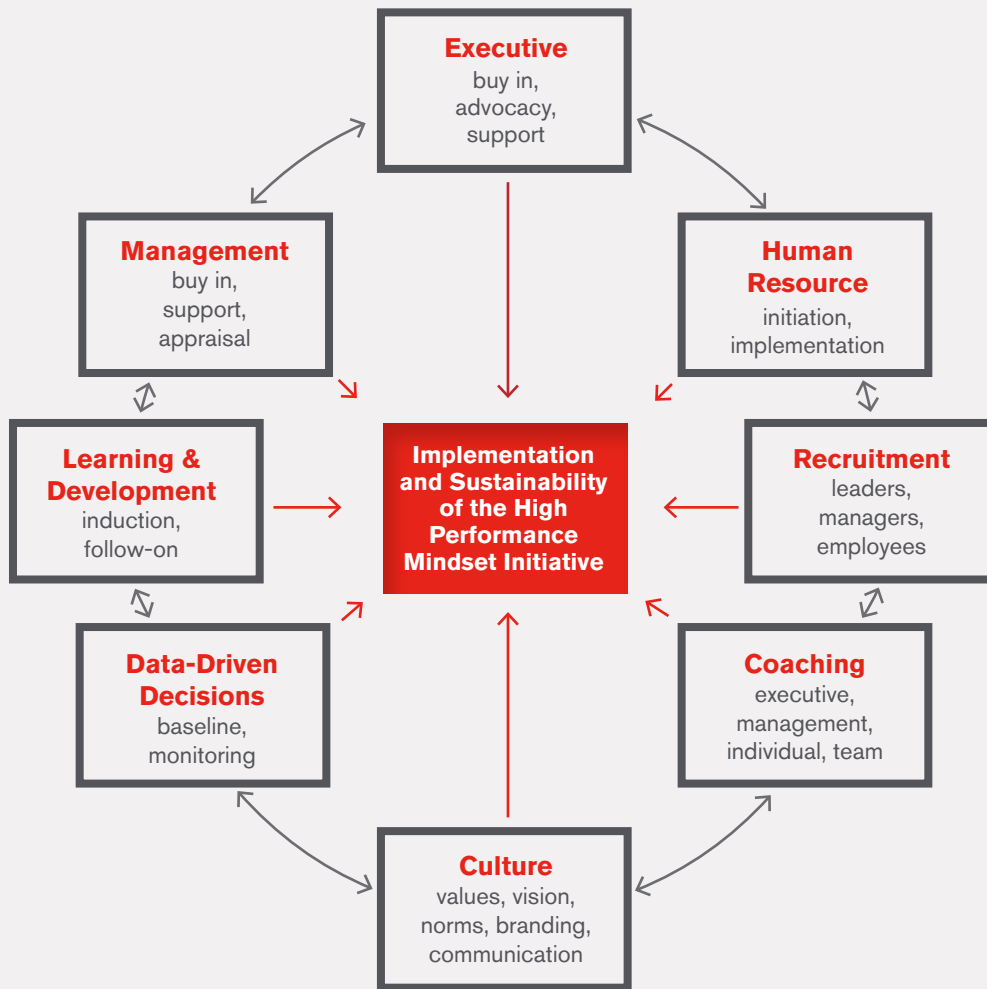
Who does HPMW consultation suit?

- + CEOs/owners and COOs seeking ways to invigorate a high performance culture
- + HR and L&D managers wishing to add value to existing leadership and management programs and to link L&D with enactment of business strategy

Focus

HPMW Consultation engages executive and senior leadership in a needs analysis and strategy discussion centering on:

- + Operationalisation of specific 'high impact' leadership behaviour that needs to be developed in existing leaders and managers
- + Challenging work situations and people leading to negative work performance of leaders and managers
- + Organisational values – extent to which they are being enacted and ways to get everyone on-board
- + Elements of the mindset of high performance that are strengths of workforce (all levels) and areas that need strengthening
- + Opportunities and strategies for developing a high performance mindset – top down
- + Ways to gather baseline data on mindset and other aspects of high performance not currently being measured



Benefits

- + Strategy for further development of a high performance culture through high performance mindset training; induction, talent management as well as leadership and management training
- + Ways high performance mindset training can be incorporated in yearly performance management plans of leaders, managers and employees
- + Strategy for measuring aspects of high performance (beyond engagement) including high performance mindset profile of needs of different departments of the organisation
- + Ways in which a data obtained from baseline surveys of mindset and other indicators of high performance can inform strategy and practice

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