

The Impact Achievement Group Philosophy

Our underlying philosophy that supports our approach to leadership and management development.

- **Build on people's strengths.**
- **Accountability is the foundation of effective performance management.**
- **Managers must manage – execution is the leverage.**
- **People leave managers, not organizations.**

Productive people are happy people and the road to motivation, morale, and self-esteem is through success, achievement, and the competency of one's manager.



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Management & Leadership Development Solutions



The **Performance**™
Advantage

Action-based Development for

- **Supervisors and Leads**
- **Managers**
- **Executives**

Accelerate Performance for Competitive Edge

Do your managers need to master skills to:

- ✓ Develop trust and inspire employees to be accountable for performance results?
- ✓ Deal effectively with performance problems?
- ✓ Conduct meaningful performance discussions?
- ✓ Effectively delegate and create initiative?
- ✓ Use appropriate coaching styles that match the performance situation?



Our Solution for Developing High Impact Leaders

We begin with assessments designed to precisely identify high leverage areas and specific developmental needs of each participant.

Participants are deeply engaged in a series of story-based workshops with activities and interactive discussions that solidify the mastery of skills and techniques to impact performance.

Participants are provided extensive reinforcement resources that are applied to anchor learning and ensure transfer to job performance. These include eLearning, simulations, Podcasts, articles, and application labs.

Integrated Skills Development Workshops

- ✓ Story-based
- ✓ Activities
- ✓ Assessment
- ✓ Case Studies
- ✓ Reinforcement

The **Performance** *Advantage*™

Leadership Development that Sticks!

The Performance Advantage™ Series will provide you with accelerated skill development that transfers competency to job performance for business results.