

RESULTS PERFORMANCE MANAGEMENT

Corporate Profile

Just as people are alive,
so are the organizations they
comprise.

Developing an organization is an exercise
in fostering personal growth, nurturing
relationships and developing pride and
accountability - *all within the framework
of inorganic process.*

Is this an unresolvable equation, or can both
halves can be modified to achieve balanced
success?

Results Performance Management excels in
aligning people with the needs of their
organizations, while shaping organizations
to support the needs of their people. Only
services that deliver tangible results of
improved performance in an organization
and its people, are worthy of
consideration.

*These are the services that
Results Performance
Management
delivers.*

*Delivering tangible results
through people*

LEADERSHIP

COMMUNICATION

TEAM DEVELOPMENT

STRATEGIC PLANNING

PERFORMANCE & CHANGE MANAGEMENT



CREATE TANGIBLE RESULTS WITH RESULTS PERFORMANCE MANAGEMENT



Organizational Needs Analysis

Our organizational development consultants will work with you to determine where breakdowns in process, communications and personnel occur, and the reasons behind the breakdown.

Using a broad range of techniques that include one-on-one interviews, surveys, focus groups and planning sessions, our specialists will devise a development plan to address the issues that affect your organization's performance and enhance your management's ability to lead.

Change Management

As organizations grow and evolve, merge or acquire competitive or complementary firms, the need to redefine corporate culture, realign business process and encourage development of a supportive team environment, is critical for long term viability.

Our change management team provides leadership to ease transition, resulting in stronger corporate identities with a sense of ownership on the part of all stakeholders.

Strategic Planning

Directed growth and planning are essential to success. Exercising those skills in a strategic manner will define the level of success. Whether the strategic planning is organizational, departmental, product or project-based, strong strategic analysis and planning skills are required.

Our consultants enable your organization to realize maximum return.

Critical Meeting Leadership

Executive suite decisions can be difficult to reach. An organization's need to resolve mission-critical issues and react accordingly, often results in a cycle of frustrated meetings with no resolution.

Our strength lies in supporting the collaborative effort at the executive level. With one of our consultants facilitating key planning or mission-critical meetings, the organization is assured of results.

Leadership Development

The way in which a person leads, is a reflection of who they are. The act is highly personal. It is critical that leaders in an organization be aware of how their leadership behaviour impacts the people around them.

Our consultants work with executives to define the appropriate leadership competencies required within their organization. Using a variety of tools to help individuals recognize their strengths and challenges as leaders, Results Performance Management enables leaders to maximize their natural gifts to the benefit of their organization.

Mentoring and Coaching

Targeted at executives, Results Performance Management delivers one-on-one mentoring and coaching for improved leadership performance.

Team Development

The paradox of our times is the impossibility for individuals to absorb information to be sufficiently informed and capable of solving complex issues facing their organizations. Functional teams, where knowledge can be pooled to form a whole is the key.

Our consultants work with intact work teams to define roles and appropriate processes for decision-making, conflict resolution and problem-solving, based on the strengths of the individuals within the team. The resulting synergy increases productivity exponentially.

Performance Management

Based on organizational needs analysis, our team of consultants can implement a comprehensive performance benchmark and improvement program, with follow-up that includes milestones and jointly-developed metrics.

Training

Results Performance Management offers a range of high-quality professional development programs that address needs within all levels of an organization.

Our consultants are available to conduct training needs analyses, develop specific curriculum and deliver customized instructional programs to meet strategic staff development requirements.



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