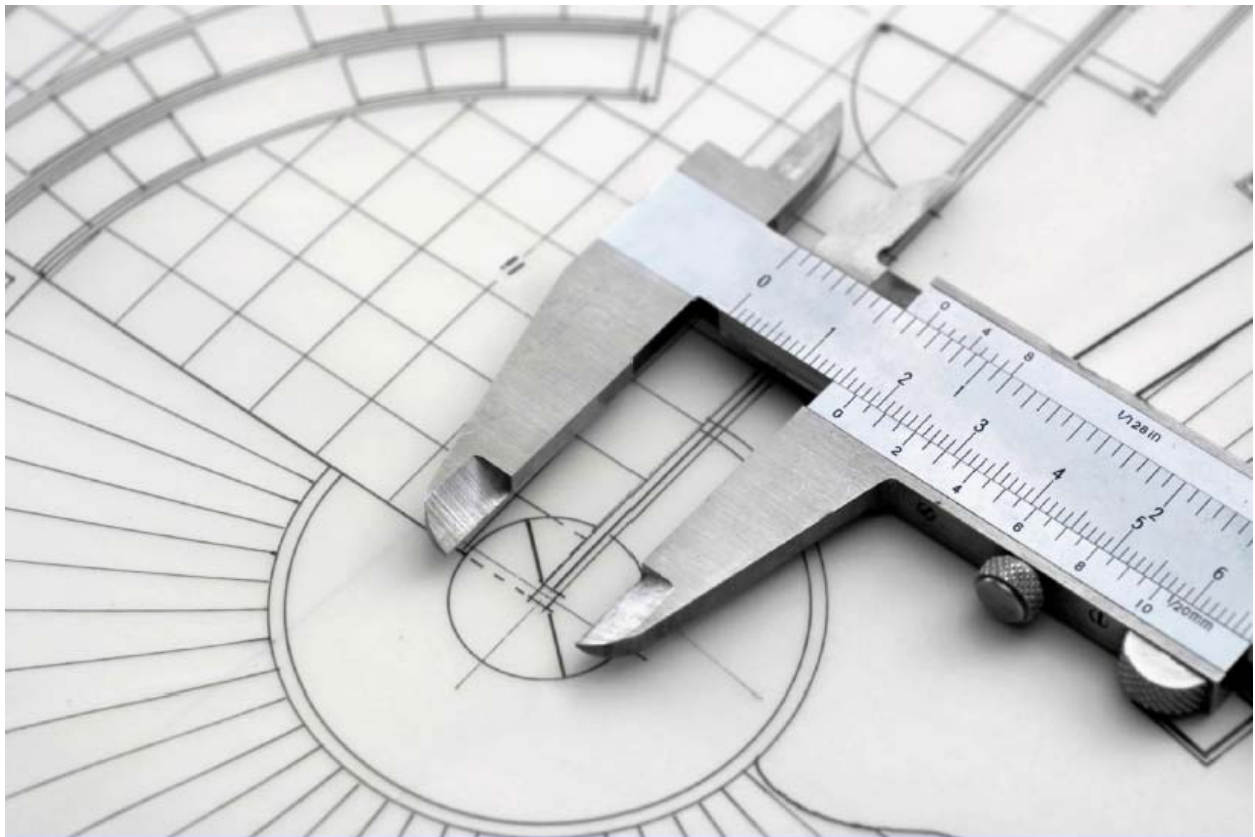# Creating Results by Design

- ALIGNING WORK AND RELATIONSHIP EXPECTATIONS -

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Projectivity Solutions

Our Mission

Igniting Passion Within Leaders So Others Will Flourish

In service to executives and leaders by providing strategies and skills for clarifying direction, accelerating productivity, implementing new capabilities, and inspiring collaborative teamwork.

This results in:

√ Increased profitability

√ Enhanced customer loyalty

√ Lower operational expenses

√ Heightened staff engagement

Our Values

Accelerating Organizational Performance because…

We lead the way

We look for new and better ways of doing things and seek to excel in everything we do

We take on big challenges and deliver great results every time

Our passion drives us and we enjoy the journey

We do what's right

We do what we say we will do

We are open and honest and fair

Doing what's right is always more important than doing what's expedient

We take responsibility

We take personal responsibility for creating an environment where people can flourish

We challenge the status quo and develop innovative solutions

We always aim to get it right the first time

We care for each other

We watch out for each other's safety and well-being

We respect and support each other and listen to different points of view

We recognize and reward successes

Our Approach

An Integrated Method for Creating Lasting Change

Creating performance improvement by design

Our approach is different and more effective at helping organizations reach higher results because we integrate practical solutions that address what work will sharpen a team's ability to survive in a competitive market and how relationship quality creates a lasting competitive advantage.

The foundation for lasting change

Our approach is based on the true foundation for unbridled performance, which combines advanced business skills with how we treat each other by honoring their humanity.

The result is direction clarity, resource alignment, and leadership by design for lasting performance

projectivity solutions
accelerating organizational performance

Projectivity Solutions
- Direction Clarity Overview -

Engagement description:

Crafting a realistic and executable strategic plan

Two fundamental elements are essential to creating realistic plans.

<u>Integration between strategy and execution</u> – What is "planned for" as strategic goals and objectives to be achieved within specific time periods must be realistic and executable. This means having strategic thinking linked and integrated by design to the implementation actions of new capabilities.

<u>The right people at the right time</u> – As simple as it sounds, involving the right people in the conversation at the right time is also critical to successful planning. All too often strategic plans are written (or revamped) at a "high level" within an organization, without participation from the right people at the right time. We facilitate passionate discussion among the right people ensuring that goals, objectives, and tasks are appropriate, fully considered, and reasonable. By design, the planning and execution processes are linked, providing the best return on investment.

Components:
- Enterprise-level Growth Curve X-Ray
- Department business plans
- Initiative priority setting
- Resource alignment
- Core values development

Objectives:
- Facilitate the internal and external assessment process
- Operationalize the vision, mission and values
- Describe the linkage of organizational goals, objectives, and metrics
- Enable the alignment of resources to accomplish results
- Influence others to produce results

Participants:
- Board of Directors
- C-Level executives
- Vice Presidents
- Directors

Upon completion, a participant should be able to:

COMPENTENCY	Behavioral Indicators
Vision and Strategic Thinking	• Communicate a clear, vivid, and relevant description of where the organization should be in 3, 5, 10 years • Build a shared vision with others • Influence others to translate vision into action
Planning and Organizing	• Anticipate for upcoming events ensuring adequate resources are available • Put things in a sequential and/or logical order for goal accomplishment
Decision Making	• Make difficult and timely decisions in difficult or ambiguous situations • Influence others in order to facilitate change, overcome an impasse, face issues
Analytical Thinking	• Make a systematic comparison of two or more alternatives • Make connections and patterns among systems and data issues • Weigh the costs, benefits, risks, implications, and chances for success • Recognizing key actions and underlying issues and problems
Change Leadership	• Recognize the potential benefits of change • Encourage other to value change • Recognize and manage the challenges that can accompany change

Projectivity Solutions
- Work Clarity Overview -

Engagement description:

Removing ambiguity, then aligning actions and resources to produce results
Work clarity incorporates technical and interpersonal competencies to effectively inspire teams to increase productivity or implement new capabilities.

Components:
- Enterprise program management
- Project management
- QwikPlan
- Business process improvement
- Position Benchmarks

Objectives:
- Create and sustain collaborative cross-functional teams
- Define Objectives and metrics clearly
- Ensure initiatives, projects, and work are set-up for success
- Deliver quality results on-time and within budget
- Create realistic plans including scope, schedules, budgets, and risks assessments
- Apply value stream and process mapping
- Enroll stakeholders to appropriately contribute

Participants:
- Vice Presidents
- Directors
- Managers
- Subject matter experts and position leads

Upon completion, a participant should be able to:

COMPENTENCY	Behavioral Indicators
Customer Focus	- Solve client problems quickly - Discover underlying client needs - Talk with clients and uncover what they want and how satisfied they are with services provided - Find ways to measure and track client loyalty
Analytical Thinking	- Make a systematic comparison of two or more alternatives - Make connections and patterns among systems and data issues - Weigh the costs, benefits, risks, implications, and chances for success - Recognizing key actions and underlying issues and problems
Planning and Organizing	- Anticipate for upcoming events ensuring adequate resources are available - Put things in a sequential and/or logical order for goal accomplishment
Forward Thinking	- Anticipate problems and develop contingency plans in advance - Notice trends and develop plans to prepare for opportunities or challenges - Anticipate the consequences of situations and plan accordingly
Diagnostic Information Gathering	- Identify the specific information needed to clarify a situation or to make a decision - Get more complete and accurate information by checking multiple sources - Seek the perspective of everyone involved in a situation
Relationship Building	- Recognize the business concerns and perspectives of others - Express gratitude and appreciation to others who have provided information, support, or assistance - Acknowledge the perspective and ideas of others

Projectivity Solutions
- **Relationship Clarity Overview** -

Engagement description:

Inspiring and motivating others to produce results

Leaders motivate and inspire others because of personal influence. A leader's ability to influence, inspire, and motive directly correlates to interpersonal skill proficiency. Personal influence stemming from a leader's character is the core for relationships and interactions with others. Success as a professional requires a balance of subject matter competence, interpersonal skills, and conceptual abilities that produce an expected result. Understanding the role of a leader and the importance of leadership communication skills are the prime factors for achieving the right organizational results.

Components:
- Assessments
  - ✓ Emotional Intelligence
  - ✓ Communication style
  - ✓ Motivators
  - ✓ Leadership competencies
  - ✓ Acumen capacity index
  - ✓ Performance 360
- Collaborative teamwork
- Position benchmarking
- Competency development plans
- Leadership development

Objectives:
- Create and sustain collaborative cross-functional teams
- Identify personal leadership strengths and areas to improve
- Inspire a shared vision
- Enable others to act by fostering teamwork, collaboration, and trust
- Communicate effectively
- Manage conflict intelligently and productively

Participants:
- Vice Presidents
- Directors
- Managers
- Subject matter experts and position leads

Upon completion, a participant should be able to:

COMPENTENCY	Behavioral Indicators
Interpersonal Skills	• Understand the interest and important concerns of others • Notice and accurately interpret what others are feeling, based on their choice of words, tone of voice, expressions, and other nonverbal behavior • Listen attentively to people's ideas and concerns • Anticipate how others will react to a situation
Relationship Building	• Recognize the business concerns and perspectives of others • Express gratitude and appreciation to others who have provided information, support, or assistance • Acknowledge the perspective and ideas of others
Conflict Management	• Use appropriate interpersonal styles and methods to reduce tension or conflict between others • Deal effectively with others in antagonistic situations
Empowering Others	• Express confidence in the ability of others to be successful • Encourage teams to solve problems on their own; avoid over prescribing • Encourage others to set their own goals consistent with business mission and goals

Phil Bristol, Growth Curve Strategist Managing Principal,

Phil is internationally recognized as an expert in accelerating organizational performance. He has over 35 years of strategic planning, business process improvement, enterprise-wide project management, leadership experience.

Gary Yeatts, Growth Curve Strategist Principal

Gary has over 30 years of experience working with organizations and individuals. His focus is goal and strategy development, conflict resolution, change management, facilitation, coaching and team building.

About Projectivity Solutions

Recognized as the leading expert in accelerating organizational performance and Growth Curve Strategy™, Projectivity Solutions provides consulting, mentoring, and leadership development for executives and their teams, enabling them to be more productive and profitable. Their precision services combine essential knowledge and skills with a way-of-working that accelerates organizational performance. Services are performance proven to deliver organizational excellence including increasing profitability, reducing operational costs, improving product quality, enhancing customer service, attracting and retaining highly motivated staff, and building trust and collaboration at all levels of an organization.