

# If Productivity and Revenues are Down It May not be JUST the Economy

**Ever consider your leadership style? It could be you're affecting results more than you know.**

## Are you too close to the challenges to see the root-causes?

Your leadership style – specifically your behavior and language – has a direct affect on others. It's a simple concept with profound implications because frequently leaders are not always aware of their leadership style, or the powerful ways, both positive and negative, it can have on individuals and teams within your organization.

The challenge is that as a leader you're often too immersed in the day-to-day activities at multiple levels in your organization. The consequence is that in many respects you may be too close to the situation to clearly appreciate the root-causes inhibiting individual, team and organizational performance.

## Ask yourself if any of these situations sound familiar

*"People don't keep their commitments."*

*"What people say, and what they do are very different."*

*"I'm spending too much time and getting poor results."*

*"We hire for aptitude and then fire for attitude."*

*"All we do is talk, plan, and meet... but nothing ever gets done."*

*"This place will fall apart when I'm gone."*

*"There's only so much I can get my employees to do."*

## Overcome the ROADBLOCKS to higher performance

We help leaders and organizations overcome obstacles to growth and reach a higher level of performance by addressing the two critical roadblocks nine out of ten organizations face... *but don't even know exist.*

### The roadblocks:

- The lack of trust and conflict in an organization erodes commitment and accountability.
- The assumption improved performance results only from business knowledge and process improvement.

## You CAN achieve stellar performance.

At the end of the day stellar performance in an organization occurs when the intentions, thoughts and behaviors for executives, team members and individuals are in alignment. Intentions and thoughts are not observable, but behaviors are clearly visible!

Behaviors telegraph impactful information to others, including other leaders, team members, staff and employees. The response people have to the behaviors of others is the essences of organizational performance, good, bad or indifferent.

## How Well Do You Really Understand Yourself and Others?

### Take the Executive Leadership Insights Self-Assessment and find out!

Your ability to interact effectively with a variety of people marks the difference between success or failure as a leader in your organization. But effective interpersonal interaction with others starts with an accurate perception of oneself, including your communication style and preferences.

Moreover, understanding the attitudes and values of others can have a significant impact on your knowledge and understanding of what motivates others to act. Combined, this information can give you greater knowledge of yourself, leading to enhanced leadership performance.

The Executive Leadership Insights Self-Assessment is a free, confidential, online assessment and follow-up customized report that will provide you with succinct, actionable information to help you better understand how to achieve higher performance from yourself and other.

### Yes I'm Interested in the Executive Leadership Insights Self-Assessment

- ▶ FREE and completely confidential
- ▶ A \$495 value
- ▶ Take online for your convenience
- ▶ Complete in about 20-minutes
- ▶ Includes customized, printable report
- ▶ Optional one-on-one debrief available

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When intentions, thoughts and behaviors are in alignment, people do what they say and say what they do. Performance is clear and there is a basis and commonality for taking organizational performance to the next level.

When there is a disconnect between intentions, thoughts and behaviors (i.e. they're not in alignment), outcomes go awry. This dysfunction blocks performance. Fortunately there is a way to remove these obstacles and elevate performance.

### A proven path to higher performance

The true foundation for unbridled performance is honoring the humanity of others; meaning, how we treat each other. How we treat each other *manifests* itself in our language and behavior – or our “Way of Being”.

We show executives and managers how their leadership behavior – *their* way of being - effects others, and how changes in their behavior can induce significant changes in the alignment of intentions, thoughts and behaviors in others. The result is higher performance. This is the fundamental success approach of Projectivity Solutions.

#### Our solution:

- ✓ Leadership based on elevating the behavior of executives, individuals, and teams.
- ✓ Applying behavior based leadership to traditional performance improvement activities.

### Successfully helping organizations excel

Our approach is innovative and more effective in two critical ways. First, we focus on behavior - how we treat each other - starting with leadership, then teams, and finally individuals, as the foundation for organizational change. Second, we apply an integrated approach to assessing and addressing behavior in your organization that transcends typical leadership development, team building, communication methods, and all other aspects of business solutions.



### The fundamental difference in our services

We help you achieve higher results in your organization by integrating custom designed behavior based solutions with enhanced business procedures and processes. The result is a custom program that helps effectively elevate the unique culture of your organization. This is leadership and performance improvement by design.



#### Phil Bristol Managing Principal

Phil is internationally recognized as an expert in accelerating organizational performance. He has over 25 years of strategic planning, business process improvement, and enterprise-wide project management experience



#### Gary Yeatts 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, 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.