



Outward
Leadership



Outward
Performance



Outward
Inclusion

SOLUTION BRIEF

Outward Performance

While most organizations strive to create a culture that drives exceptional performance, 90% of employees don't behave in ways that are aligned with cultural goals set by their leadership.

It is impossible to impose a culture of success by fiat; employees must buy into the process. The behaviors that limit the performance your organization needs won't change until the mindset that underlies those limitations changes first.

Maximizing Performance Starts by Changing Mindset

Instead of addressing the symptoms that reduce performance and productivity, *Outward Performance* addresses the source: mindset. Clients who use *Outward Performance* to transform their culture are able to build more productive, engaged, and inclusive teams by enabling a fundamental shift from the myopic, self-focus of an inward mindset to the expansive, impact-focus of an outward mindset.

“Performance has dramatically increased because people have real clarity and feel deeply empowered. We're all on the same team now.”

Carla DeBow
VP of Marketing, CenturyLink



Increase in Productivity

65% more product shipped by a large medical supplier during 6 months after implementing Outward Performance, with no increase in staffing.



Increase in Sales Performance

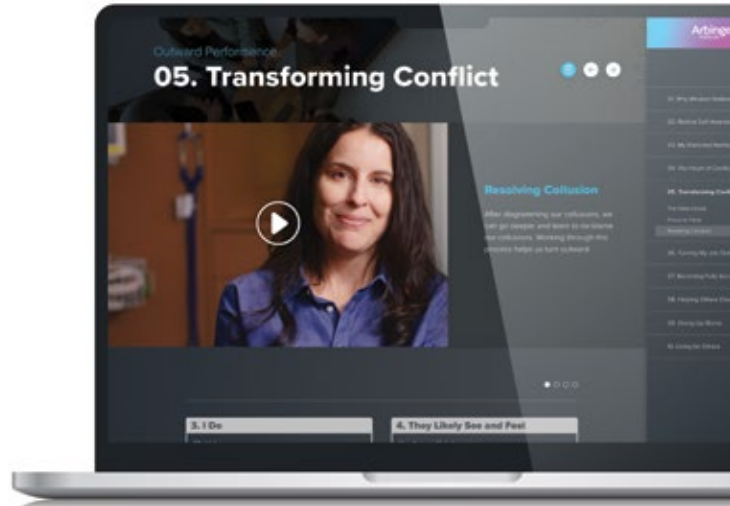
Impact on total sales in a multi-country region within a \$272 Billion multi-national retailer.

A Unique Learning Experience

Outward Performance is a video-driven, leader-led course delivered to teams in either a two-day, intensive workshop or in ten 90-minute sessions implemented over time.

This course consists of over 30 videos that powerfully illustrate key concepts with real-life stories of on-the-job application. Participants will learn practical tools to apply to their own work and to interactions as a team.

The Material Pack given includes a digital-workbook (printed workbook also available) with video content, learning exercises, and downloadable tools to enable sustained application.



Equip Your Employees with Transformational Tools

Becoming Accountable

Reframing My Job Responsibilities

Assessing My Impact on Others

Holding Myself Accountable

Taking Ownership

Recognizing the Challenges I Create

Focusing on Results vs. Blame

Owning My Career Development

Creating Collaboration

Developing Clear Expectations

Ensuring Ongoing Alignment

Improving Communication

Resolving Conflict

Transforming Team Tension

Inviting Heightened Self-Awareness

Repairing and Rebuilding Relationships

Key Outcomes

Unlock New Levels of Collaboration

The key to making team synergy skyrocket is arming each team member with radical self-awareness. Seeing ourselves and others more clearly enables us to improve our impact.

Resolve Conflicts that Reduce Productivity

Behavior change alone doesn't transform tension. Changing mindset addresses the root of challenging situations, eliminates friction, and enables teammates to see each other as people.

Prevent Burnout by Boosting Morale

Empowered employees are happier and more productive. Energize your employees by giving them tools to transform their relationships and take ownership for their success.