

PERFORMANCE OPTIMIZATION *QUICKSTART*

*Quickly Move Your [Leadership Team](#)
from Ordinary to High Performance*



SKYE
BUSINESS SOLUTIONS

SKYE Business Solutions'
Performance Optimization Quickstart
provides a unique experience for
your leadership team that creates
focus for organizational success.



The Quickstart rapidly increases your team's performance.

SKYE's Performance Optimization Quickstart identifies company needs and performance gaps to produce a powerful team performance plan. The Quickstart is a unique approach that utilizes interactive group discussions, individual discovery, and professional facilitation to ensure real-world outcomes.

Your leaders, employees, and executive team will make or break your success. The Quickstart is designed as the starting point for aligning your leadership team's perspectives, attitudes, and goals, for performance, results, and long-term success.



Uncover what is preventing your team from being successful.

As a leader, you face many obstacles that can derail success. Unlocking the full potential in your leadership team can be a challenge. The Quickstart focuses on identifying what is preventing your leadership team from maximizing results in your organization.



Marketplace Pressures

- Increasing competition
- Customer satisfaction
- Cost pressure



Employee/ Team Performance

- Managing expectations
- Engagement
- Need for collaboration to drive innovation



Changing Workforce

- Retirements across all levels of leadership
- Generational differences in the workplace



Recruitment & Retention of Talent

- Tightening labor market
- Realities of a mobile workforce
- Today's employees expect development

SKYE works with your leadership team to discover what is preventing them from reaching their full potential. Is it the culture, leadership issues, or other obstacles? These surface level roadblocks define the root challenges your organization is facing.

Through guided facilitation, a picture of your leadership and organizational success profile is brought into sharp focus. This information provides the foundation for the development of a clearly defined process for getting your leadership team in sync. It is the catalyst for driving performance throughout all levels of your organization.

Guiding You Through The Quickstart Process

Meeting with people 1:1.

SKYE begins by meeting with key members of your leadership team during one on one interviews. The purpose is to get each individual's understanding of the company's goals, vision, and challenges. Company-wide leadership alignment can only happen when everyone is headed in the same direction.

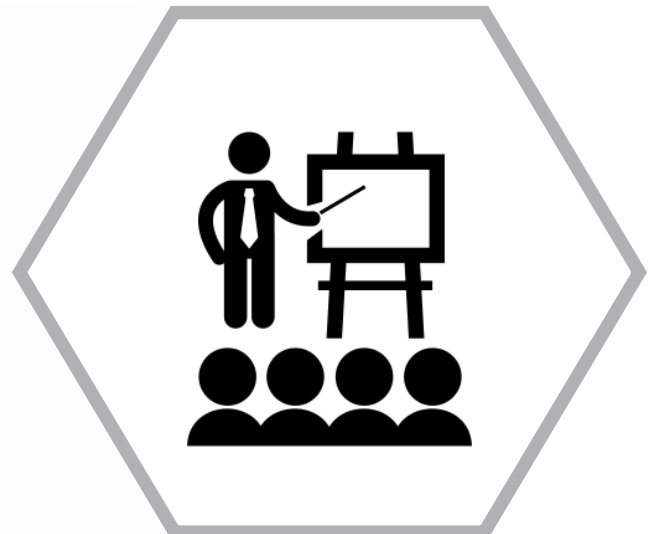


Meeting with the group.

SKYE hosts a series of full day or half day sessions that allow your leadership team to interact. These sessions are facilitated to ensure discussions promote discovery of key success areas and organizational performance gaps.

Presenting a report.

The Quickstart process concludes with the delivery of a Team Performance Plan. This plan summarizes discussions from your leadership team and recommends the best course of action, specifically tailored for your organization.



Understanding The Process

The Quickstart process starts with end results in mind. What will success look like for your organization? SKYE unlocks the wealth of insight through its collaboration with leaders and facilitated team discussions.

This information forms the foundation for the creation of a team performance plan. Its purpose is to quickly move your leadership team from ordinary to high performance.

The plan identifies strengths, areas for improvement and development, and the activities and behaviors required for ongoing transformational change.

Performance is routinely measured against your organization's success profile, and adjustments are made as needed. This continuous cycle will perpetuate success at all levels of the organizations.





Build Your Success Profile

Where do you want your organization to go?

What do you need to achieve to be successful?

How will you get there?

SKYE helps you answer these profile questions and more through the Quickstart process. Identifying your Critical Success Factors (CSFs) is central to building your organization's capabilities and future success.

The CSFs are organized into four desired performance results categories:



Financial



Business Process



Customer



Learning & Growth

These are your Critical Success Factors. (CSFs)

These CSFs guide future conversations. Knowing what success looks like enables your organization to compare current performance strengths, and gaps.



Match Your Company Culture to Success

A company's culture develops through its people, systems, and working environment. It is the greatest defining factor for organizational performance. SKYE's guided facilitation with your leadership team identifies areas of cultural strength, and areas needing improvement. We then compare your current company culture to your success profile. This knowledge enables you to align your leadership team, through their actions, communication, and treatment of others, to achieve your organizational objectives.



Your Culture is more than a Mission Statement

A great culture starts with a mission statement that guides a company's values and purpose. It also reflects the values and beliefs of the current leaders. Leadership drives culture, and culture drives performance. However, disconnects can arise between a company's aspirational culture and its actual culture. If leaders don't change, the culture won't change.

Workplace culture is:

WHAT YOU DO AND SAY

THE WAY YOU BEHAVE

THE WAY YOU TREAT EACH OTHER

HOW YOU KNOW YOU BELONG





Leaders Establish Your Organizational Culture

Your organization's leaders are the driving force behind a positive workplace culture, and they have the greatest impact on high performance.

- 50% of employees reported leaving their current job because of their manager
- Only 12% of employees felt their current manager helped with goal setting and prioritization

After we identify your aspirational and ideal culture to your actual culture, we discuss with your team how current leadership is affecting the culture:

- Which areas of leadership are you doing well and **driving** your performance & success?
- Which areas of leadership are you not doing well and **restraining** your performance & success?



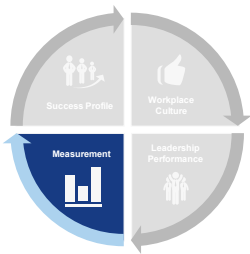
SKYE assesses leaders based on our four core leadership competencies. These competencies are driven by essential outcomes and focused on key requirements for success at each level.


Strategic Insight


Managing Outcomes


Leadership Impact


Personal Development



Measure Your Performance

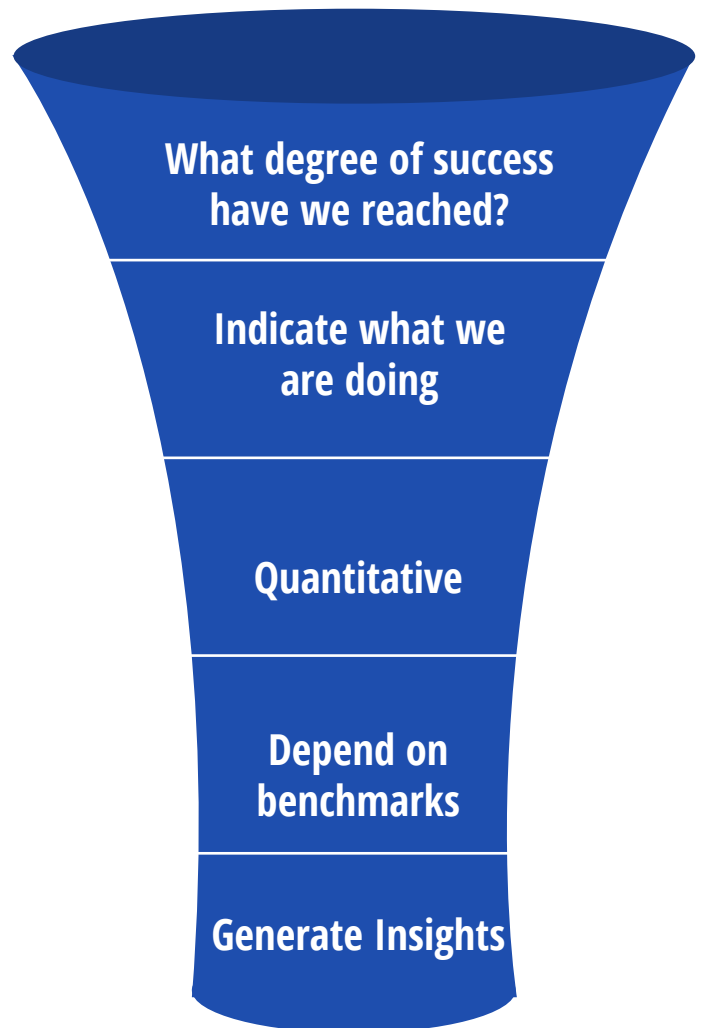
Measuring performance and success is an essential function in business management. The starting point for measurement is your Team Performance Plan. What needs to be achieved, and how will execution be evaluated?

With your Critical Success Factors (CSFs) identified through the Quickstart process, we work together to create Key Performance Indicators (KPIs).

CSFs - Critical Success Factors



KPIs - Key Performance Indicators



**TAKE
ACTION!**

- Determine gaps and priorities for improvement
- Define action plans to impact positive change
- Use CSFs and KPIs to predict and define success.
- Assign responsibility and outline milestones for accountability.

Assessments for Leaders, Individuals, and Teams

Assessments are powerful drivers of learning and change. SKYE's assessments and feedback process help participants measure where they are, clarify needs and goals, and set direction for further development. Through the use of three assessment tools, insight can be gained into DISC personality indicators, team effectiveness, and perceptions of your organization's leaders. These support tools fit seamlessly into SKYE's Performance Optimization Quickstart.

Everything DiSC^{®TM}

A DiSC personality assessment that helps you understand an individual's motivation and behaviors.

Everything DiSC^{®TM} uses a research-validated learning model to create a highly personalized experience. It is used to build more effective relationships and understand leadership styles.

CHECKPOINT 360^{°TM}

A 360 degree multi-rater assessment survey used to evaluate the effectiveness of your managers and leaders.

It highlights job performance in eight universal management competencies, enabling companies to focus on the right training and development priorities.

PROFILE XT[®]

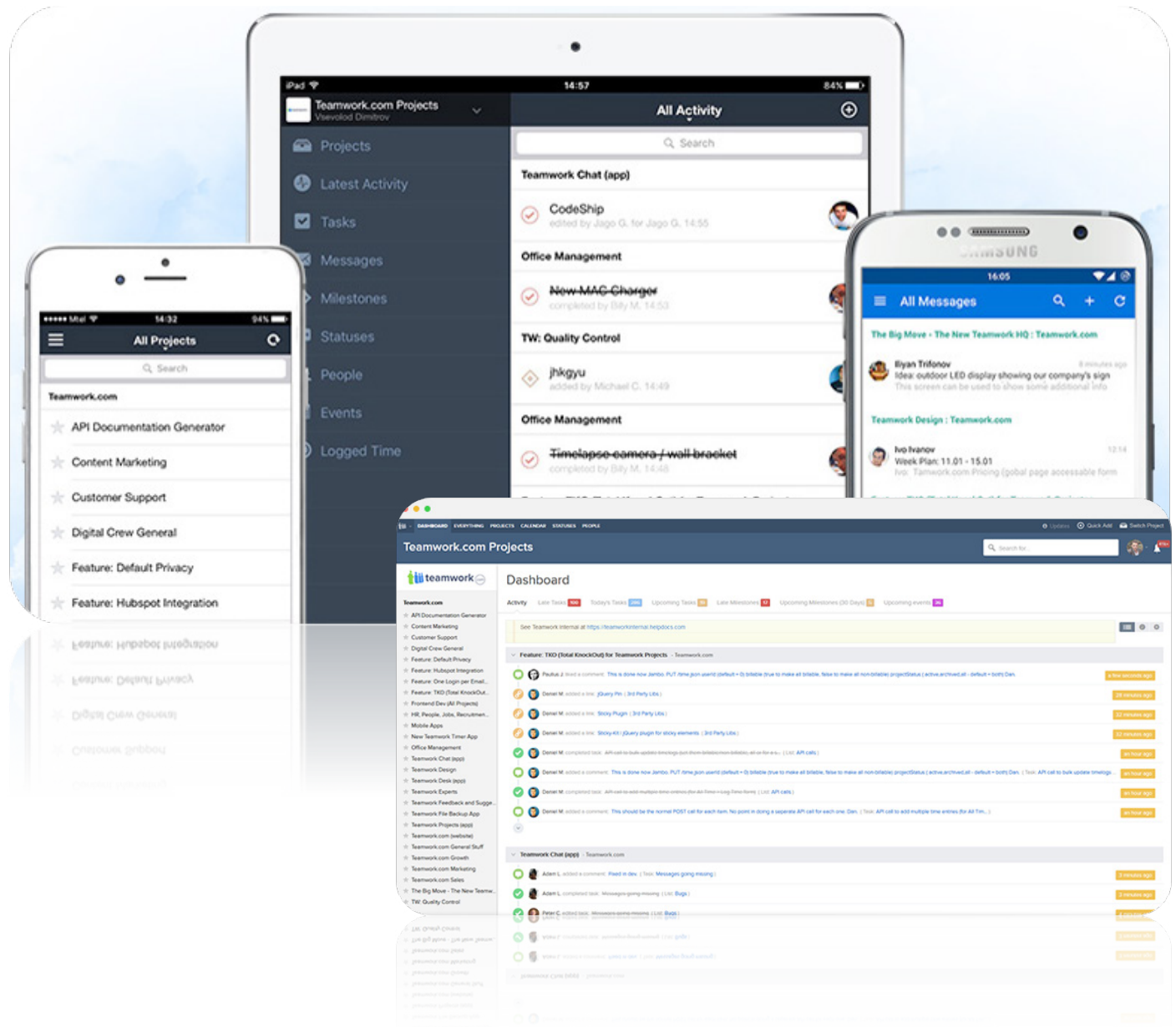
A behavior based assessment that measures how well an individual fits specific jobs in your organization.

The results can be used throughout the employee life cycle for screening, selection, on-boarding, managing, and strategic workforce planning. The assessment reports assist managers with interviewing and selecting candidates with the highest probability of success for the role, and provide practical recommendations for coaching employees for maximum performance.

Staying On Track

SKYE Business Solutions' online portal keeps every task involving your leadership development program in one place. Participants interact and upload assignments between sessions. Managers and programs sponsors can follow progress in real time.

The portal can be accessed from SKYE's website, through the mobile application, or from a desktop computer. Reminders, tasks, and assignments are sent real time via email and stored in the portal for anytime access. The portal is an essential and simple way to keep learners engaged and achieving results!



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SKYE Business Solutions improves employee performance, builds strong, effective teams, aligns people with your business strategy, grows sales, and improves profitability.

SKYE Business Solutions delivers pragmatic **strategic planning, leadership development, professional training and development, and executive coaching** services designed to achieve measurable results.

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