



Performance Mentoring

10x Return on Your Investment in People

Realise the benefits of better communications, collaboration, decisions and productivity.

The Performance Mentoring Program provides businesses and teams with a simple and effective means to develop the performance capability of leaders, managers and people.

The modern day business cycle and rapidly changing environment requires business to efficiently manage the development of their people.

But too often short-term investment in people development fails to deliver the desired outcomes.

The Performance Mentoring Program is a learning program conducted over 12-weeks, enabling participants the opportunity to learn and practise new skills, mindsets and capability to improve their longer term performance.

The Program delivers a measurable improvement in each participant's knowledge and behaviour by providing participants the opportunity to integrate their learning into their workplace experiences.



The Value of the Performance Mentoring Program

Imagine the bottom-line benefit for your business or team when your team members improve their communication, collaboration, decision-making and productivity!

The Program's design and facilitation ensures your participants do more than just turn-up or attend. Even when participants are curious they may participate but they won't be able to learn without the opportunity to practise their newly gained knowledge or skills, let alone know what to do to apply or sustain the learning.

	Mindset	ROI	Result
	★ Growth	10x	Sustain
	↑ Committed	6x	Apply
	↑ Engaged	3x	Learn
	↑ Curious	1x	Participate
	↑ Fixed	0x	Attend
	↑ Put Out	<0x	Turn Up

The value of the Program is twofold. It not only improves the learning capability of your people, it builds a legacy mindset of engagement, commitment and growth that will go on repaying your investment month, after month after month.

Learning modules are designed and facilitated as the foundation for learning which is supported by a series of activities requiring personal, group and program-wide interactions.

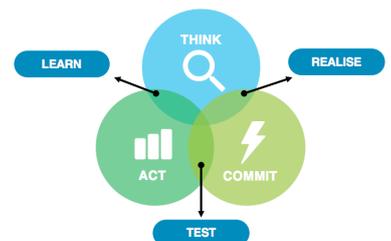
This approach improves the ability of participants to identify new perspectives and deepen their reasoning and decision-making capability, both key attributes for effective performance.

The Performance Mentoring Program Method

The Performance Mentoring Program engages participants to think, commit and act for positive learning outcomes.

Through the experience of the program, participants realise new understandings of themselves, peers and environment. Their commitment to take new actions enables them to test new behaviours. The outcome of actions and subsequent reflections create new learnings for improved future performance.

This cycle of experiential learning is conducted over a fortnightly cycle of content sharing, application in the workplace and participant reflection.





Craig Stephens

Performance Mentoring

Performance Mentoring is for organisations, businesses and teams wanting to...

- Achieve a real and sustainable return on their investment in people development.
- Ensure their people actually develop new and improved behaviours to improve performance.
- Avoid the disengagement of people through traditional and self-managed training experiences.
- Understand the performance mindsets of their people and their willingness to improve performance.
- Measure the outcomes of their learning and development investment.
- Build sustainable performance improvement aligned with organisational, team and individual goals.

What you will learn from the Performance Mentoring Program...

- Skills, mindsets and behaviours aligned to the organisation and participant performance goals.
- A new cycle of mentored learning that can be replicated throughout the organisation and business.
- Capability to address resistance to personal change and to effectively embed new behaviours.
- Solutions to workplace challenges resulting from the application of content learning.
- Opportunities to conduct further coaching and mentoring to uplift or sustain performance.
- Strategies to increase the motivation and engagement of participants in the workplace.

What the Performance Mentoring Program involves...

- A 16-week program including 6 fortnightly cycles of content, application and reflection.
- Motivational Maps for all participants at the start and end of the program.
- An initial 1-day review and diagnostic of workplace learning and development.
- 2 days of program planning and design.
- Online learning platform for participants to self-manage learning.
- Opening and closing half-day program workshops.
- 6 x fortnightly 3 hour content workshops.
- 6 x fortnightly 90 minute mentoring workshops.
- 4 x 60 minute monthly review meetings with the Program Sponsor.
- Monthly team meeting reviews of measures and insights with responsible Performance Owners.

Contact Craig Now!

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