



Identifying & Developing High Performers

Course Description:

In every organization there are the small few that outperform all others.

This small group of people develop habits and behaviors for High Performance and they also are driven by internal motivators that must be understood in order to continue to lead these people. Why is it that everyone else falls so far back from these High Performers? They have the same leadership, the same training, the same environment, the same product or service to offer, yet they can't seem to perform at a high level as your High Performers. The reason is intrinsic and how they have been conditioned to perform. The good news is, you can recondition your people to perform at higher levels!

Course Objectives:

After completing this workshop, participants will have a new understanding of how to develop high performers. They will learn the secrets to motivation and sustainable performance.

- Understand what creates high performance and how to develop it.
- Learn how to create an environment for High Performers.
- Understand that High Performance is a two sided coin.
- Learn how to positively influence people to take ownership of their role.
- Learn why the "Stick & Carrot" mode of motivation never lasts.
- Understand why people behave the way they do and how to change it.
- Learn the mistakes that most supervisors and managers make when trying to get more out of their teams
- Learn what a leader must personally do in order to encourage their team to perform at a higher level.