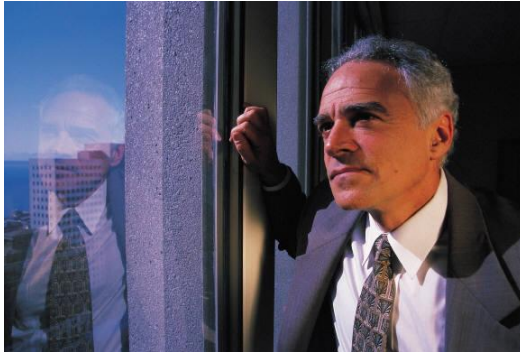




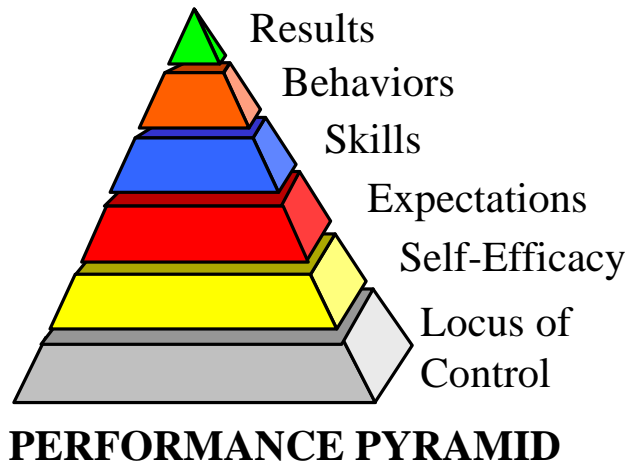
Performance Pyramid Method

Shows employees how to diagnose and correct their own performance problems



Reoccurring problems can get so frustrating we sometimes want to just give up and live with them, or deny that the problem is really all that important. Other times we persist through repeated failures but still find no solution.

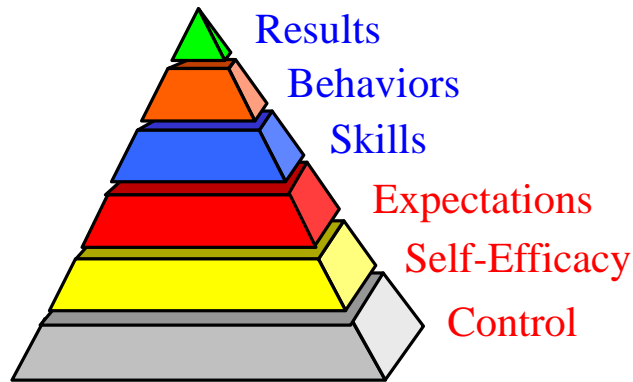
Successful problem solvers know that when faced with important, complex problems that resist solutions it helps to ignore symptoms and start exploring root causes.



The Performance Pyramid provides problem solvers with a diagnostic tool for conducting ‘root cause analysis’. It first helps users clarify expected results and then analyze what is inhibiting those results by looking at contributing causes in logical progressive stages. **It takes most people 30-40 minutes to learn and then successfully apply this problem solving tool.** We know this because we teach it in our leadership programs and participants consistently rate it’s value with a perfect 5 out of 5 score.



Three Case Histories of Performance Pyramid Applications



PERFORMANCE PYRAMID

1) In 2009 an Exec VP of a global business was experiencing ongoing conflicts and work disruptions after acquiring a company. He tried reorganizing, teambuilding, incentives and every reasonable idea presented. Nothing worked until he used the *Performance Pyramid Method* to isolate the underlying causes of the problem and achieved successful integration.

2) In 2010 a team of Manufacturing Managers applied the *Performance Pyramid Method* to diagnose and prioritize the root causes of employee dissatisfaction. By identifying how the multiple symptoms shared some common ‘root causes’ the right problem was given the proper attention and a solution found the same day.

3) In a recent leadership development workshop 14 ‘high potentials’ were asked to choose their most difficult, change-resistant performance problem. After a 30 minutes using the *Performance Pyramid Method* 78% reported finding solutions.



Moving Up the Performance Pyramid

In 30 minutes we can provide you or your employees with the worksheets, examples, and know-how they need to begin applying the *Performance Pyramid Method*.

You will not always find your solutions in 30 minutes but can assure you that the people who use it will walk away with new insights on how to find a solution.

If you would like to give it a try just write us for more information or to schedule a virtual or in-person orientation session.

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