

AMERICAN PSYCHOLOGICAL ASSOCIATION, SOCIETY FOR HUMAN RESOURCE MANAGEMENT, TEXAS PSYCHOLOGICAL ASSOCIATION

WHAT IS THE SUCCESS WORKSHOP?



The Success Workshop is a facilitated journey into work-life success, as measured by sustained and meaningful Performance, Growth, Well-being and Satisfaction. A core principle of the workshop is that real success is a balance of these 4 goals.

Attendees in this assessment-based, self-discovery process learn their personal ‘Domains of Genius’ and diagnostic steps to correct reasons they fail. They learn how to make proactive choices to lead themselves and others pursuing work-life success.

Workshops are delivered by a pair of certified facilitators in a 3-stage learning process including:
1) A battery of on line personality/values surveys
2) Two days of interactive classroom lectures, exercises, and discussions, followed in a week by
3) One-on-one coaching on topics they choose.

Success Workshop learning experiences continue on the job because participants are provided with practical resources to continue their ‘Success Journey’ with interactive workbook exercises, handouts, and reference links to on line material. In order to ensure transfer of learning to ‘real life’ success participants receive a computer-based “Road Map to Success” which highlights key lessons from the 5 modules and asks participants to decide how they will apply the principles on the job.

HOW WILL PARTICIPANTS BENEFIT FROM THE WORKSHOP?

1. Increase your **self-awareness** & understanding of other’s motives/styles
2. Gain **insights** on Work-People-Environment factors that influence success
3. Help you discover your ‘**Domains of Genius**’ and how to better apply them
4. Assess your **work-life balance** and determining how to better maintain it
5. Encourage **personal growth** through exercises, peer dialog, & self-reflection
6. Develop you as a **leader** – of yourself and others



WHO SHOULD ATTEND?

Choices of participants are not limited to any particular job level or occupation. In one 63,000 employee client company the workshop has been the most widely attended offering in the organization’s learning system. They chose to start at the top and offer workshops based on expected leverage in performance returns and reduced turnover. Once it was made accessible sign-ups occurred faster than we could deliver the workshops. We expect this to continue because everyone wants to succeed.

WHEN AND WHERE WILL WORKSHOPS HELD?

A special ‘Preview’ of the Success Workshop is being planned for selected organizations in the DFW area in the next few months (specific dates will be determined by the number of responses to our invitation). Until now the Success Workshop has been delivered exclusively to ongoing **Performance Advantage** clients who partner with us in performance research; however, there are now enough certified internal HR/OD pros in these organizations to deliver the workshop, consequently, we are ready to certify more people in local organizations with the HR sophistication to deliver this material.

WHY SHOULD HR/OD PROS GET CERTIFIED TO CONDUCT THE WORKSHOP?

Like all workshop participants you will learn our research-based formulas for success and get all the standard workshop tools for personal use. Certified pros gain the visibility and credibility of having the tools, models, and know-how to change lives. Furthermore, certified pros can use all the workshop tools for any interventions in their organization at no additional cost. Just a few of these applications include coaching, talent management, career planning, and performance improvement.

WHY SHOULD ORGANIZATIONS BE INTERESTED IN THE WORKSHOP

Success workshop graduates are better prepared to add value, use more of their strengths, better collaborate with others, and proactively plan their own development and career paths. Here is a sample of comments from recent participants:

- “I expect to gain more **ownership of my success**. I have never been so energized after a workshop”
- “I am very excited about taking these tools and **applying** them to my personal development”
- “Motivation, **self-confidence** have increased”
- “It was an eye-opening experience for me. **Best one I attended!** “
- “The leanings are definitely going to improve not only my **work relationships** but also personal family relationships”
- “**Priceless!**” The themes in this workshop are very powerful...anyone who applies them will be more successful.”
- “Knowing I need to **balance** performance-growth-satisfaction-well-being will help me have a **successful/happy life.**”
- **Very high value** – I intend to use what I learned to **make myself more visible, and valuable** in my department.

WHAT ARE THE STANDARD COSTS OF A SUCCESS WORKSHOP?

Workshops delivered at your organization location are invoiced below \$1,000/participant for up to 14 participants. Certification training workshops are invoiced at our standard daily consulting rate; costs vary with the learner’s experience and learning speed. Certification training and participant workshops occur concurrently so much of the facilitator training time is in a live workshop. Learning Process: 1) Learn concepts and delivery in a ‘Theory-Day’ orientation 2) Co-facilitate a workshop with follow-up instruction, and 3) Conduct a live workshop under our supervision. We supply materials to present a complete workshop including individual coaching. Our consulting rates are competitive and ‘Value Guaranteed’.

ABOUT THE WORKSHOP SPONSOR



Performance Advantage is an applied research organization founded in Dallas, Texas. Our specialized expertise is *performance measurement*, the practical use of scientific methods to explain, predict, and control causes of job performance. We develop performance standards-models-measures to help people solve performance problems at their root causes. In 1991 we began partnering with leading corporations to scientifically study what distinguishes people who excel at their job. We now have one of the world’s largest databases on successful people and share our research findings and extensive inventory of measurement tools, performance models, and software with clients.

BIO ON THE COURSE DEVELOPER AND MASTER TRAINER

Jeff Lyons is an applied-research scientist and principal of *Performance Advantage*. His research area and consulting practice focuses on Performance Measurement, the use of scientific methods to explain, predict, and control how people best perform their work in varying environments. Since 1991 he has been collecting data on and analyzing the traits, skills, and work behaviors demonstrated by high performing employees rated in the top 20% of their job. He has long-term relationships with global corporations where he provides leadership assessment-development-coaching, develops competency models, and trains HR pros in performance measurement technologies. When he is not in a client project Jeff develops software. Earlier in his career, he worked in industry as a VP Human Resources and Organization Development consultant focusing on change management, leadership development, teambuilding, plus new business start-ups and venture/acquisition integration.

EXAMPLES OF OUR CLIENTS AND RESEARCH PARTNERS

Want more information about the Success Workshop?

Click here to get a [Success Workshop Orientation](#) brochure (PDF file)

Or click here for a brochure on the other types of performance-related [Products-Services](#) we carry

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