

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

5 REASONS WHY THE SUCCESS WORKSHOP IS GUARANTEED TO ADD VALUE



1) Proven utility to help people at all levels succeed

- a. Global workshops have been conducted for thousands over 10 years (leaders, high potentials, managers, then all employees)
- b. Provides a clear, practical formula for Work-Life Balance
- c. Shows how self-others awareness leads to lasting, meaningful Success (Performance - Growth – Satisfaction - Well-being)
- d. Leads to greater Self Management and faster development
- e. Identifies participants individual ‘Domains of Genius’ (most exceptional strengths) and explains how to apply them.
- f. Engages employees in their own task-job-role-career planning

2) Universally needed and wanted learning topic

- a. Improves performance by capturing strengths-genius and diagnosing what inhibits success
- b. Growth planning formula and tools allow participants to collaborate in their own development
- c. Satisfaction problems and opportunities are surfaced; taken out of subconscious hiding
- d. Wellness strategies that integrate mental-physical-spiritual health with busy lives and work demands
- e. Simple, practical, proven resources for success based on 20 years of research on top performers
- f. Timely topic for every employee who wants to succeed but does not know where to begin
- g. Retention – many participants called/mailed HR and their managers to say “Thanks for caring”
- h. Participants get ‘working models’ of what distinguishes high performers on 5 levels of measurement

3) Efficient and flexible design that was developed over 10 years of continuous improvement

- a. 4 Factor Success model is made actionable in a personal, step-by-step ‘Road Map to Success’
- b. Workbooks and tools continue adding value long after workshop is over
- c. After just 1 workshop participant recommendations led to overwhelming demand to attend
- d. Assessment based (not your traditional ‘feel good’ workshop (hard measures of why people succeed)
- e. 3 stage process ensures learning gets applied and is retained
 - Assessments – participants complete on line battery of validated surveys before the workshop
 - 2-day workshop with well-research short lectures, exercises, and group discussion
 - Each participant gets 1-1 coaching after the workshop to ensure learning transfer to the job

4) Your logo and course content customized to your culture and business, plus a certification option

- a. Certified Facilitators can draw on large inventory of optional lectures and exercises to fit situations
- b. Tools/exercises can be used by certified HR facilitators outside the workshop any time, every day
- c. This is a cost and time effective internal workshop that rivals the best you could get outside
- d. Materials/ exercises make ‘experts’ out of facilitators who never trained (30 certified worldwide)
 - a. Teambuilding effect of attending (participants bond, build trust, and lasting relationships)
 - b. Shared, open self-discovery experience teaches participants how to form ‘social contracts’
 - a. Facilitators will earn a well-deserved reputation as coaches who can back their intuition with data
 - b. Customized to your specifications using multiple media to cause self-discovery (not train)
 - c. 24/7 immediately available support from course developer
 - d. Extremely low cost to run (no reoccurring charges, done internally with your resources if certified)

5) Proven Value over 10 Years is Guaranteed

- a. Ensured utility (ratings 4+ on 5 point scale); post workshop coaching ensures every person wins
- b. See participants’ written comments from the last 3 workshops: “Outstanding”, “Best Ever”
- c. Success Workshops are ‘Customer Satisfaction Guaranteed’

SUCCESS WORKSHOP FACT SHEET

Our 4-Factor Formula for achieving meaningful, lasting Work-Life Success applies to everyone who works

- Directly addresses the 1 thing all employees want from their employer, the opportunity to SUCCEED
- Scientifically developed from 20 years of research on high performers people in all occupational levels
- Field-tested and refined over 10 years by a team of psychologists, coaches, HR and line managers
- Successfully presented to thousands of participants globally (North and South America, Europe and Asia)
- Over 30 facilitators trained globally to independently conduct the workshop
- Workshop consistently earns top ratings from participants in major corporations
- Improves leadership, coaching and interpersonal competence for leaders-managers who attend
- Provides recognition for High Potentials
- Builds trust and teamwork within/between Departments, Organization Levels, and project groups
- Workshop assessments-tools-models have long-lasting utility after the workshop
- 3-Stage learning experience: 1) Assessment, 2) Workshop, 3) Coaching ensures transfer on the job
- Adaptive content for facilitators and flexibility to write their own lines within the script
- Facilitators gain data/insights on participants and credibility as performance-leadership-career consultants

The workshop itself is just the beginning of the value participants and their organization receive

- Participants report that the trust developed with classmates led to better relationships, communications, and problem solving. Participants learn principles of Knowledge Networking in a live exercise.
- Certified Facilitators (HR pros and professional coaches) regularly use the workshop models, measures, and exercises in their everyday coaching, Human Resources, Talent Management, Leader Development
- Post workshop feedback to management from participants consistently thanks senior management for caring about their success and engaging them in their development and career management.
- Retains Top Performers - attendees remain loyal to companies that genuinely care about their success;
- Engages employees in forming more collaborative relations and to proactively partner with their managers on plans to improve their job performance, develop skills, and plan careers.
- Produces Better leaders - our assessments, lectures, and exercises enhance self-others awareness and appreciation of diversity. Every manager who graduates becomes a better coach.

Scientific, Assessment-based Measures of Talent

Performance Advantage specializes in measurement technology so instead of one static battery for the Success Workshop we choose the pre-workshop assessments based on the participant group. Executives or Senior Leaders do not get the same surveys as managers, who take more leadership-oriented assessments than professional participants. To give you some idea of the measurement scope/range of assessments, here are some examples:

- 1) Motivation-Drives – optional battery of 3 surveys that measure underlying, often hidden needs
- 2) Work-related Personality Traits – we use 3 different assessment tools depending on the culture fit
- 3) Social-Interpersonal Style – includes instruments such as MBTI-Step II, and FIRO-B
- 4) Occupational Interests: O'Net (US Dept. Labor), Holland, and several Performance Advantage tools
- 5) Work Culture-Climate-Environment and Attitude Surveys
- 6) Values/Interests/Expectations – surveys that measure beliefs and one's values
- 7) Work Behaviors – instruments that measures patterns of work behavior and their effects
- 8) Competencies – alternative knowledge/skills assessments and inventories
- 9) Stress Management – sources of work-related stress, intensity of effect and coping knowledge
- 10) Leadership Effectiveness – behaviors, competencies, and styles; measures of power utilization

Some of the Innovations Participants will Experience in the Workshop

- 1) Road Map to Success - everyone wants success but few know how to achieve and sustain it. The workshop reveals practical, how-to success principles based on scientific studies of real top performers.
- 2) Work-life Balance - we provide practical answers to the dilemma of work-life imbalance that naturally occurs in contentious employees working in organizations that expect and get excellence.
- 3) Domains of Genius - occur in every employee but only those who are in 'domain-compatible' jobs actually capitalize on them. We reveal these capabilities and help participants plot a path to apply them.

VALUE OF THE SUCCESS WORKSHOP – From the Participants View

FEEDBACK COMMENTS FROM 65 RECENT PARTICIPANTS

Success Workshop Example One with 11 participants

Value of the program for your development

- “I expect to gain more **ownership of my success**. I have never been so energized after a growth-leadership 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 my personal family relationships”
- “I got more than I expected. Worth spending 2 days and the **material is really good**. Thank You!”
- “**Priceless!**” The themes in this workshop are very powerful... anyone who applies them will be more successful.”
- “Knowing now that I need to **balance** performance, growth, satisfaction, and well-being will help me gain a more **successful and happy life.**”
- **Very high value** – I intend to use what I learned to **make myself more visible, and valuable** in my department. It will help me in my interpersonal relationships as well.”

Best Part of the Workshop for You

- Understanding myself and how to apply that understanding into future success
- Personality surveys and learning sets
- Learning the 3 behaviors of high performers – I will never forget them
- Learning Sets and Survey assessments
- Workshop surveys revealed things about me that I never knew or could verbalize
- Personality Assessments gave me a good picture of who I am; the ‘Learning Set’ at the end was superb!

Success Workshop Example 2 with 13 participants

Value of the program for your development

- “Knowing if my values, traits, etc. ...are a **good fit** for current and future positions”. It should help me pick the right **career path**. It will help me better **understand** my employees and others.” (Leadership development)
- “It will increase efficiency and performance in my current role”
- “I will take what I learned here and **apply** it to my work”
- “Clear (actionable) **direction** instead of the (usual) wishful thinking (from these types of workshops)”
- “Very thought provoking and totally geared toward **empowering** individuals
- “Immeasurable!” I expect to improve both my work and home **relationships**
- “I expect to go back to the team and **perform better** (by) understanding my ‘Domains of Genius’.”
- “I **gained insights** – which are of great value.”
- “Very valuable. Helped **identify where I am... where I want to go** and (provided) **tools to make it happen.**”
- “The **best** training class I have ever attended”.
- “Awesome!” (I will be) more disciplined and **in charge of my own development**. I now realize the importance of leveraging my strengths!”

Best Part of the Workshop for You

- The way the surveys and info about me can be tied (applied) to future growth.
- Good information on progressing from supervisor to manager to leader. Good info on time management
- Surveys forced me to quantify
- This workshop made me realize who I am and what areas I am able to perform (best) at the next level
- The entire workshop was very good! I liked it all!
- 4-Factor Success Model (was best but) really enjoyed all the content.
- Hope to improve my career starting this week
- Becoming self-aware of my traits, values, and (work-life) goals. Good exercises to show proof of concepts
- Learning my personality and how it differs from others
- Networking (strategies)

Success-in-Store Newsletter

for Professionals in Human Capital Development



Issue: 1 January 2011



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If your success depends on helping others succeed, you need to read this!

Announcing the "Success Workshop"

We are pleased to offer our network members and invited guests an opportunity to preview a scientifically-based learning experience with proven ability to help people succeed on the job and in life.



4-FACTOR SUCCESS MODEL

Workshop Purpose

The Success Workshop is a facilitated journey into work-life Success, which is measured by meaningful and sustained Performance, Growth, Satisfaction, and Well-being

Participants in this assessment-based, self-discovery process *take charge of their own careers* by learning how their personal motives, preferences, and job-related values influence their daily choices. They discover under-utilized 'Domains of Genius' and how to better apply them. They participate in a battery of diagnostic surveys and exercises to better understand and correct reasons they fail. They learn to be self-others aware and therefore become better leaders.

HOW TO GET MORE INFORMATION



[Click the links below](#)

1) Download the Success Workshop brochure in PDF
[Workshop Brochure.PDF](#)

2) Invite us to your office location to present a 45 minute slide orientation
[Click to send Email](#)

3) Attend a 2-hour DFW orientation for coaches and learning professionals.
- February 17, 2011
- March 17, 2011
[Sign up Now to Attend](#)

4) Get answers to the most frequently asked questions about Success Workshops
[Workshop Q&A \(PDF\)](#)

5) See comments from 65 participants who completed the Success Workshop in 2010 (value statements).
[Participant Feedback PDF](#)

Attendees

Over the past 10 years the Success Workshop has been attended by tens of thousands of employees in a wide range of occupations at all job levels. This includes **executives** who want to enjoy a rich, fulfilling life at both at work and home, plus **managers** trying to balance work demands with family responsibilities, plus **employees** seeking a path to success they can choose for themselves.

Acknowledged as a life-changing event by the very first attendees this workshop has been continuously refined over a 10 years to meet the developers' commitment to good science and the participants' need for practical, common sense ways to get ahead.

What you learn in the Success Workshop

At the conclusion of this life-changing experience you'll know

- Who you are as a person and who you can become
- What you want to do and can with your life and talents
- Your Domains of Genius (areas of proven strengths)
- How to achieve work-life balance
- Compatible tasks-roles-careers for your capabilities
- Networking strategies to advance your career
- Where-How to create more value in your organization
- How to be in charge of your own future

[Click here for a Success Workshop orientation brochure in PDF](#)

3 Stage State-of-The-Art Learning Process

The Success Workshop will help you achieve meaningful, lasting work-life success through a dynamic, 3-step self-discovery process:

1) Self-discovery surveys - before the workshop participants complete a battery of assessments on 5 levels of measurement

Level1	Level2	Level3	Level4	Level5
Personal Traits	Style Preferences	Beliefs Expectations	Skills Competence	Behaviors Results

2) Two-day Workshop - includes multi-media training from short lectures, models, group discussions, exercises, case studies of high performers, action learning sets, and take home workbook.

3) Individual Coaching - - after the workshop we work with each participant individually to transfer learning into work-life actions that make a difference. We work with you on a schedule of your choosing.

Closure to each participant's learning experience comes when he/she has achieved greater success in each of the 4 Success Factors: Performance, Growth, Satisfaction, and Well-being. We stay in contact with participants for up to a year to ensure this happens.

6) Fax a request for more information. Specify what you would like to know and how to contact you:
FAX To: (972) 517-0215

7) Request information on our *Certification Program* for internal facilitators and professional consultants
[Click to send Email](#)

8) See other **Products and Services** from Performance Advantages' inventory of success models, measures, and development resources.
[Product Inventory \(PDF\)](#)

9) If you prefer to speak with one of our facilitators or the workshop designer *ask your referring contact for a phone number*. We'd love to talk with you!

10) Get referrals from our 'Blue-Chip' list of satisfied customers including line business leaders, HR pros or workshop graduates who are now enjoying a far more successful work-life.
[Request References](#)

JUST WANT TO EXPLORE?

Your request for more information would involve no-obligations. We do not keep or share names of anyone who asks for more information about our work or our network.



[Member Orientation](#)
Success Network brochure.