



Driving Exceptional Performance

The range of capability development solutions **Innerfluence** provides includes topics related to:

Leadership and Management

- Vision to Results
- Coaching for Peak Performance
- Engaging the VITAL Leader
- Creating Trust and Accountability
- Developing Appreciation
- Leadership and Culture Diagnostic Assessments

Mindset

- Breakthrough to Peak Performance
- Mastering Motivation
- Resilience
- Purpose and Meaning

Communication Effectiveness

- Presentation Excellence
- Critical Conversations
- Influencing Skills
- Personal Branding
- Executive Presence

Using elements of our VITAL leadership execution framework, we advise on the actions required to help you achieve your business outcomes. Some of the steps necessary at each stage include:

Set Direction

Leadership is often a few steps removed from the day-to-day operations resulting in a tension between the vision and reality. Using Human Synergistics tools we will:

- Clarify and align leadership vision and mission to facilitate planning and execution of the vision within teams.
- Assess the existing landscape to determine roadblocks, challenges, or difficulties that may keep leadership from achieving their vision.

Engage and Excite

Teams can often resist change because leadership neglects to consider the emotional upheaval resulting from change. Using our programs we will:

- Work with leadership to engage and excite the team in order to ensure the successful implementation of the vision, and develop greater collaboration and accountability.
- Determine the obstacles and develop customized programs that offer insights for mindset and behavior change

Execute

Execution is king but accountability, workload, and conflicting priorities can often block successful implementation

- Moderate team activities and maintain regular and informal contact with key initiative owners
- Facilitate organizational design efforts and provide ongoing advisory support to executive leadership.

Sustain Momentum

- Incorporate values and behaviors into human capital practices and develop a Learning and Development strategy

With simple and effective methods, we help you master your challenges and help you create your ideal Constructive organization.