

improvement performance



Achieve  
Performance  
consulting group

**ACHIEVE PERFORMANCE**

Consulting Group

*Achieving Results through People*



who



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**WE** are







We are a pioneer HR Consulting company that specializes in strategic workforce planning from talent search and assessment to Talent Management and Extraordinary Leadership development, consistently aiming at **achieving top performance and measurable bottom-line business results.**

# OUR PRESENCE



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A graphic of three arrows with blue fletching and silver shafts, all hitting the bullseye of a target. The target has concentric blue and white rings. The background is a light blue gradient with faint circular patterns.

# OUR MISSION

To assist effectively  
organizations to transform  
their strategy into results by  
achieving speed, quality and  
cost effectiveness through their  
most valuable resource:  
***THEIR PEOPLE***



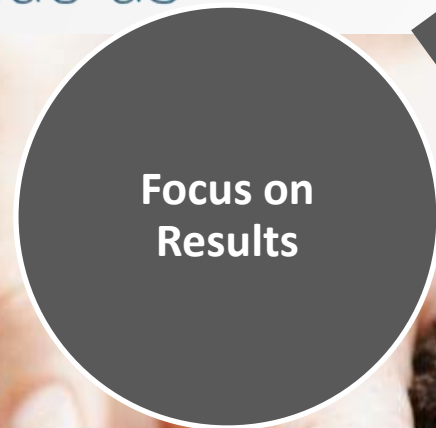
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# Values

that guide us



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# Extraordinary Impact

Our Commitment      Our Approach      Added Value

Our Passion

Track Record

Our Integrity  
& Honesty

Our People



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# Why we are Different..



## **Strategically Customized Solutions**

Developed by specialists to meet the unique needs of each organization. We provide solutions targeted to your goals and aligned to your strategy.



## **Evidence-Based Systems of more than 30 years global research**

Guarantee the results of our solutions that have been systematically tested in time by thousands of companies in almost each business sector and industry.

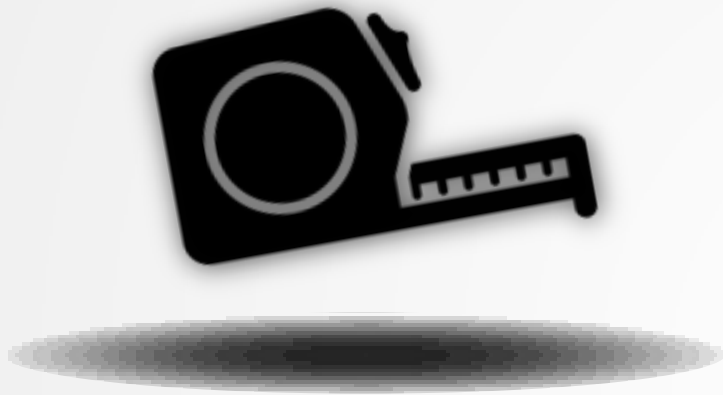


## **Unique Tools that provide a holistic productivity system**

Empower your people and help them develop new and more effective attitudes and behaviors.



# Why we are Different..



## **Measurable Results**

Help you to continuously have a clear picture of the solution implementation and provide useful information on your needs and development of your company. To this also contributes the Interactive & Experiential Learning Approach of Achieve Performance which controls, step by step the stages of awakening, self- awareness, review and mainly intends to implement the new methodologies to your employees.



## **A Systemic Approach of Innovative Training Methodologies & Interactive & Experiential Learning Approach**

Ensure a very constructive learning experience with measurable results maximizing the benefits for both internal business operations and new business strategies in order to increase competitive advantage.

# Our Methodologies

**Consultative Approach &**  
focus on strategy  
implementation

1

**Systemic Approach** to training for  
ensuring learning transfer on the  
job

2

**Emphasis on Quality Service**  
and solid long-term  
partnerships

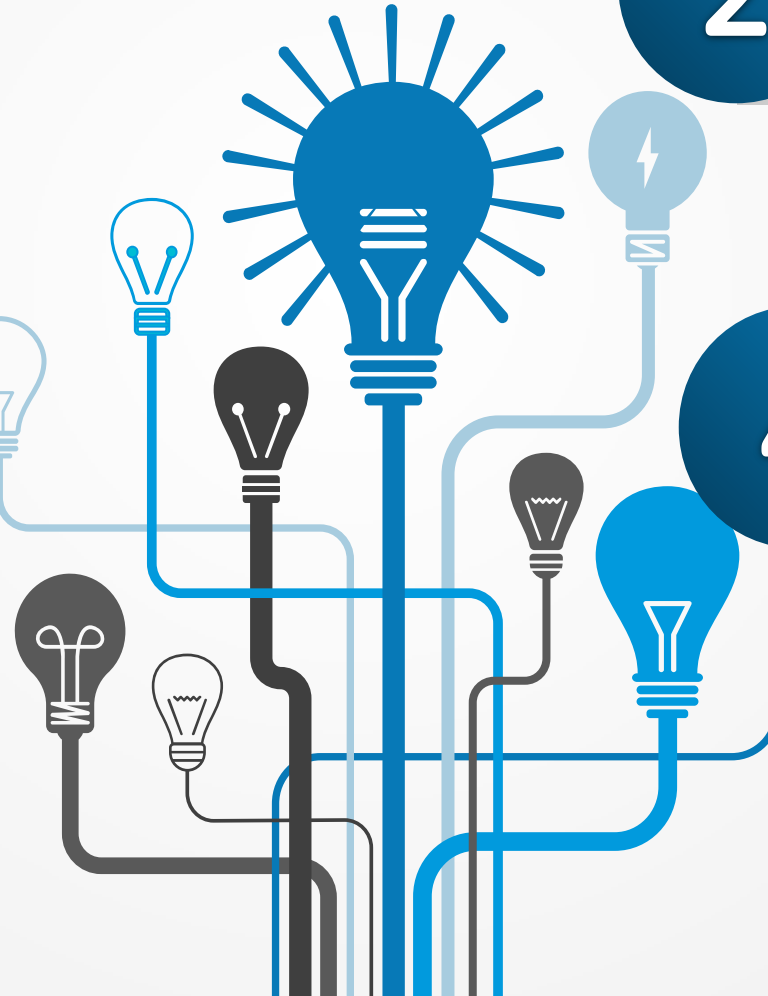
3

Focus on **measuring the impact  
of training**, development and  
transformation efforts  
(productivity, improvement,  
ROI)

4

**In-depth Research** for  
understanding  
clients' organizational needs

5





# Our Consulting Services



**Consulting  
Services**

**Our executive consultants work with you** to clarify strategies and objectives, identify performance needs, construct practical organizational training strategies, and help you measure training results – providing their expertise at every turn to help assure success.

**Identifies, designs and develops custom solutions** that increase relevancy for all your training program participants. Customization includes role-plays, case studies and all content components in various learning modalities. This group applies creative focus to build an innovative curriculum to meet your needs pulling on a professional team of content experts, designers, writers and technology specialists.



**Design  
Services**

# Our Consulting Services (continued)



**Training  
Services**

**Selected via a rigorous screening and development process**, our training consultants are **experts** who understand your business issues. Each training consultant serves as a catalyst to help identify gaps in the current skills, attitudes, and behaviors of your employees –and provide high-quality training, coaching, and reinforcement to help close those gaps.

**We provide flexible and scalable** program administration support **tailored to meet your specific needs**. We can provide an expert, full or part-time to help you manage your entire program or work with your internal project leaders to provide ongoing tactical support or assist you with defining your training program and implementation. You decide the level of assistance you need and then leverage our experience accordingly.



**Program Management  
Services**



# Key Strategic

## PARTNERS



**The Sum of the Parts is Greater than the Whole.**



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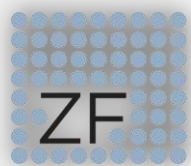


strategic partner  
**ZF** ZENGER | FOLKMAN

Strategic Partner  
**Profiles International**  
imagine great people®

officevibe

**TRANSEARCH**  
YOUR WORLD PARTNER IN EXECUTIVE SEARCH



strategic partner

ZENGER | FOLKMAN

## Turn Good Managers to Great Leaders

Strength-based Leader & Performance Development System

Zenger Folkman is the world's premier provider of leadership research, assessment, development, and implementation programs, best known for its unique evidence-driven, strengths-based system for developing Extraordinary Leaders and measuring their performance impact on organizations.



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## Solving Talent Management Challenges

We help organizations find the right people, shape them into a winning team, and lead them to their full potential

Profiles International helps organizations worldwide create high-performing workforces by specializing in a comprehensive suite of employee assessments and performance management solutions.



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Profiles International

## Your Trusted Partner In Executive Search

We strive to create value for our clients  
as well as for the candidates

We are one of the leading retained executive search organizations in the world, specializing in strategic workforce planning from search to talent management and development, consistently aiming at achieving top performance and measurable bottom line business results.



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# Our Business Solutions Capabilities



# Extraordinary Leadership

*Develop an environment that fosters leadership at all levels.*



## We can help you:

- Audit your leadership team capabilities
- Develop extraordinary performers and a pool of future leaders
- Develop effective business coaches
- Help senior executives develop the critical extraordinary leadership skills they need for the effective implementation of business strategy
- Develop the critical leadership skills that senior executives should have in order to personally contribute to the success of the business.



Extraordinary  
Leadership

## Are you starting too late?

- Do your people contribute to their fullest potential?
- Are they motivated and skilled to change processes and the way they work together?
- Do your business leaders have the ability to manage people and projects?
- Do your leaders demonstrate effective and inspirational leadership?



# Extraordinary Leadership

*Help your People leverage their strengths for bottom line results.*



## Extraordinary Performer

Building top performing employees and develop talent



## Leadership Levers

Discovering hidden talent and developing effective leaders regardless of position and title



## Extraordinary Leader

Strategically develop leadership strength for increased bottom line results



## Extraordinary Coach

Developing business leaders into effective coaches



## Leadership Speed

Improve your leadership speed and accelerate execution



## Inspiring Leader

Inspiring and Motivating for change and innovation



# Why Zenger- Folkman's Extraordinary Leadership System is Unique?

## Evidence-based insights and proven effective approach

- **20 years** global research - Data set of **over 1,000,000 evaluations** on **over 120,000 leaders**

## Proven Impact on Business Results,

- *Employee Retention & Employee Engagement. Sales Effectiveness, Profitability*

## Strength-based approach

- *which increases motivation, speed and impact*

## Cross Training approach to Developing strengths (non-linear approach – non seminar based)

## Unique Feedback Tool to initiate journey

- *measures impact, overall leadership effectiveness, employee commitment index, Importance Ratings of Competencies, valuable qualitative data to help participants build their devel. plan*

## Differentiating Leadership Competencies (16)

## Comparing Results with Norms

- *Global, European, Pharma*

## Accurate and Impactful Deliverables

- *Informative Reports*
- *Motivational and feasible Individual Development Plan*
- *Strona & Bespoke Reinforcement Pathway*

## Holistic & Systemic Approach to Leadership Development for Results

- *not just seminars but a complete, sustainable and impactful intervention*

# Salesforce Development

*Helping you get the best of your people to guide sales effort and maximize results*



## We can help you:

- Clarify your sales strategy and define the key activities, critical tasks and performance measures, providing a consistent model for business development and for setting performance expectations.
- Develop the critical skills sales managers and front line sales people should have to maximize the customer's buying experience and improve sales performance.
- Select right sales talent for your product and services
- Develop sales approach for selling against the competition
- Develop appropriate strategies and tactics for managing key accounts
- Develop effective sales negotiation skills to achieve win-win deals
- Add value to your customers and build a strong customer base
- Manage customer experiences to build emotional connections
- Build versatile sales forces that work with speed, agility and resilience.

## Do you want to:

- Expand into and win in new markets?
- Rise above the competition?
- Reduce your cost of sale?
- Build and maintain long term customer relationships?
- Develop sales effectiveness and improve sales processes?
- Integrate sales forces and styles after a merger or acquisition?



# Salesforce Development

*Unique Approach that guarantees and maximizes sales effectiveness*





# Salesforce Development

*Excellence doesn't happen by chance*

## ACTIVATING

SAL101. D.E.S.C.  
SAL101 Value Selling  
SAL102 Opportunity to Order  
SAL103 CEM  
SAL104 Social Selling  
SAL202 Differentiated Selling  
SAL201 Social Style  
SAL301 The 6 Battlefields  
COM101 Health and Safety  
COM201 High Impact Presentations

## PERFORMING

SAM101 1<sup>st</sup> Time Manager  
SAM201 Key Account Management  
SAM202 Strategic Negotiations  
SAM301 Sales Performance Management  
SAM304 Sales Management Coaching  
SAM302 Extraordinary Performer

## PLANNING

SAM203 Finance for non Financers  
SAM303 Sales Activity Management  
SAM401 Strategic Workforce Planning  
COM201 Communication and Collaboration

## LEADING

LED301 Leadership Levers  
LED302 Leadership Speed  
COM303 Building Team Cohesion

## EXCELLING

LED401 Extraordinary Leader  
LED402 Extraordinary Coach  
LED403 Extraordinary Trainer & Coach  
LED501 Advanced Extraordinary Leader

**How to create successful Sales Academies that deliver measurable and sustainable change and massive ROI**

Sales Rep

Key Account Manager / Area Manager

Sales Manager / Sales Director



- SAL=Sales
- SAM=Sales Management
- LED=Leadership
- COM=Communication

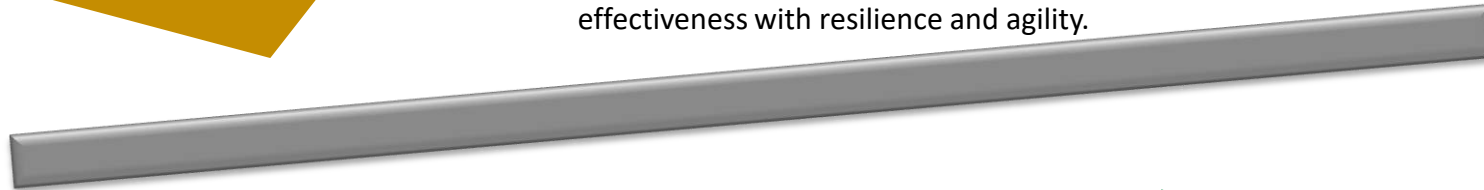
# Talent Optimization

*Simply attempting to change the way the organization functions without also addressing the human resources will at best lead to very limited success and, more likely, little change at all.*



## We can help you:

- With valuable and reliable metrics (high performance fit, engagement, culture) to guide you through important decisions about your people
- Deploy smart processes and smart technology to manage your human capital and transform your strategy to results through people
- Create effective organizations that are pioneers of change and learning
- By enabling your managers with real time information to make good and less risky / costly decisions
- Your people learn, change, adopt and align according to your strategic vision and goals
- Establish a continuous improvement culture that can sustain long term organizational effectiveness with resilience and agility.



## Do you want to:

- Develop and establish efficient Talent management processes
- Implement a Leadership Development initiatives
- Develop proactively change activation mechanisms
- Change your culture to drive organizational effectiveness
- Build an engaging learning environment which promotes ownership and accountability for continuous learning and improvement
- Implement a change transformation with the lowest risk, lowest cost, quicker and better results.
- Measurements and scorecards for your organizational effectiveness



# Talent Optimization

*We can help you with practical, cost-effective and proven methodologies and tools throughout the employee cycle from sourcing to succession planning and promoting*



Talent  
Optimization

## Sourcing

Screening  
Identification



## Selecting

Fit for culture,  
role, team  
Wired for  
Engagement  
Potential &  
Agility



## Onboarding

Team  
Integration  
Rapid Insights



## Developing

Coaching  
Training  
Team  
Effectiveness



## Retaining

Targeted  
Interventions



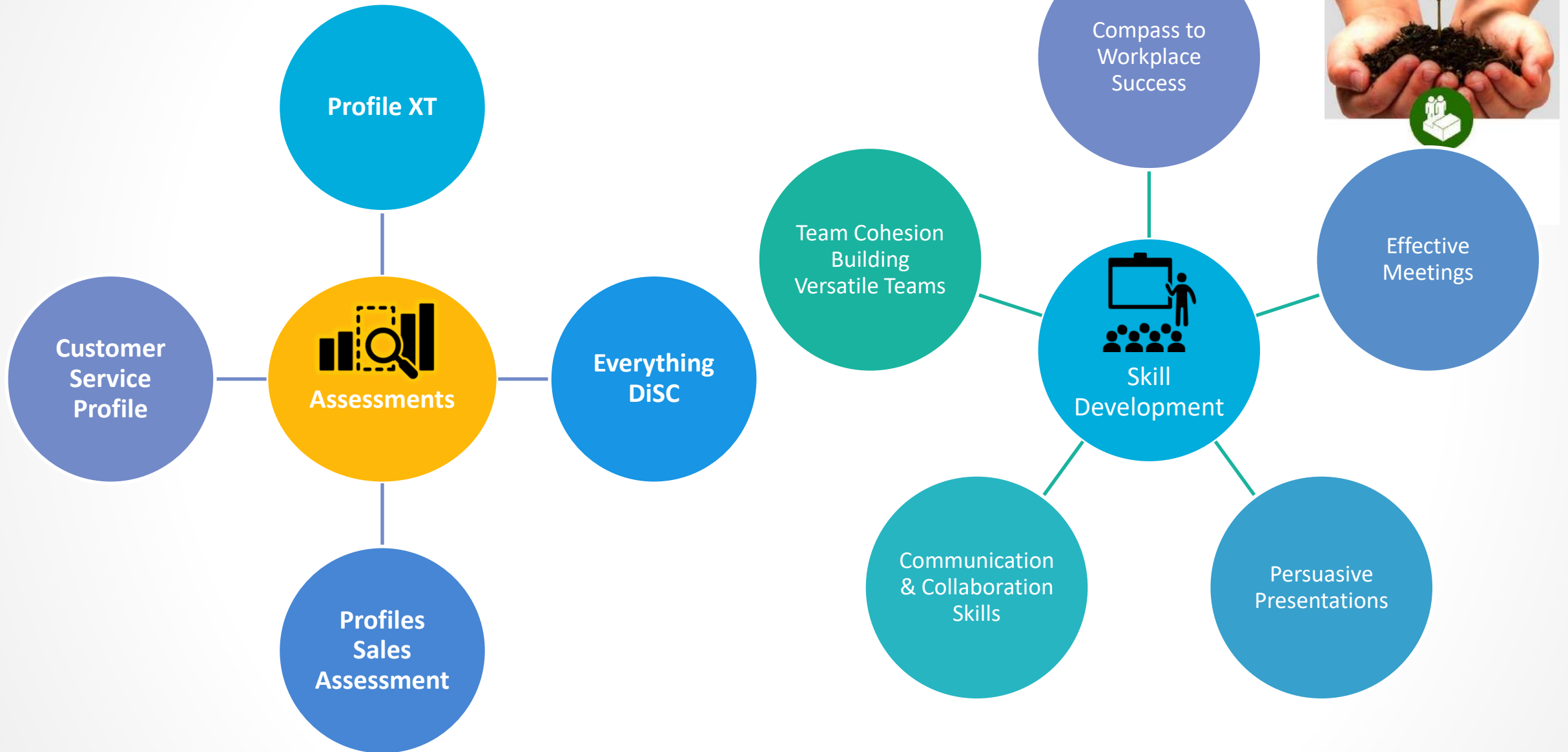
## Succession & Promoting

Identify HI-Pos  
Manager &  
Executive  
Development





# Talent Optimization



# Organizational Effectiveness

*Organizational effectiveness is the concept of how effective an organization is in achieving the outcomes the organization intends to produce.*



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# Organizational Effectiveness

## Workforce Productivity

Profiles International  
imagine great people®

## Organizational Culture & Effectiveness

human synergistics®  
INTERNATIONAL

## Integrated Digital Learning Solution Library1

CROSSKNOWLEDGE  
A Wiley Brand



## Employee Engagement Software

officevibe

## Engagement & Execution System



strategic partner  
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# Executive Search

*Organizational effectiveness is the concept of how effective an organization is in achieving the outcomes the organization intends to produce.*



## We can help you:

- Get the best talent available, not just the best talent that responded to your opening.
- Select the most suitable talent that will drive revenue and success and have more impact on your top and bottom line.
- Channel your effort on selecting from the top rather than looking for the “needle in the haystack”
- Avoid average performers and stop settling for less
- By approaching your search with fresh perspective striving to finding a talent solution to foster your company’s success

## Do you:

- Have a high level position that you are trying to fill?
- Need an opportunity marketer to get the right candidate attention?
- Need a trustworthy partner to actively seek out the best talent for your opportunity, engage them, and bring you multiple candidates to choose from?
- Competent and experienced consultants that will decrease the “noise” for you and increase the quality of candidates to consider given the plethora of candidates available?
- A partner that places candidates with talent development in mind and a goal to greatly reduce turnover?
- Want solutions not resumes?
- A partner that will treat your search as unique as your company is?



**Executive  
Search**

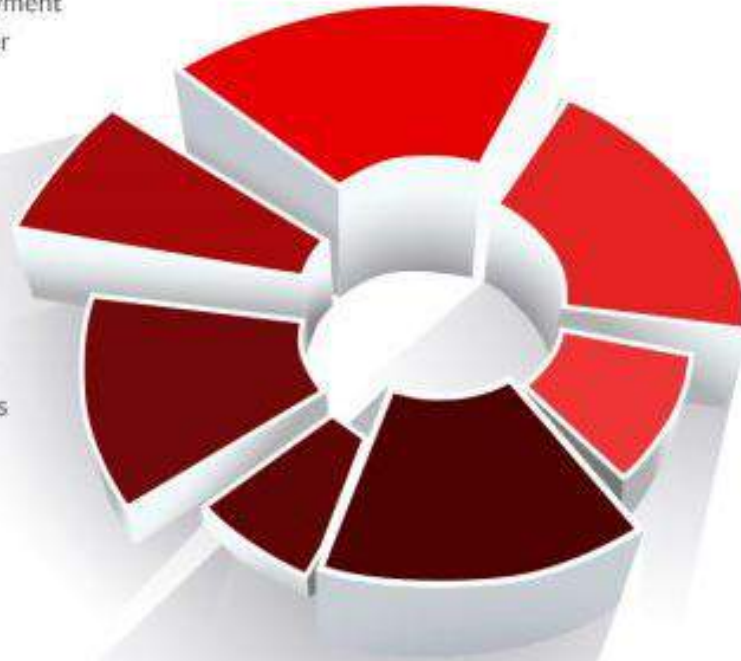
# Executive Search

## Expertise in various industries

We know the ins and outs of the employment market and we are tapped into the insider information of various industries.

## Connected

We are connected with a large network of people, organizations and associations that allows us to be able to address key people in our active search for the right talent



## Global presence

Strong global reach so we can access all corners of the globe in our search for your ideal hire.

## Longevity

We are a reputable search firm with significant repeat business from client companies, a good reputation in industry circles and a track record of successful placements in Europe and Globally.

## Candidate-company matching process

We use a unique process to identify your needs, the high performing criteria for the position that we search in the candidates respectively to get the right fit in terms of role and culture.



**Executive  
Search**



*Thank you*

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LinkedIn



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Facebook



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