

WELCOME!
**THE LIVESTREAM WILL START
IN JUST A MOMENT**

**Radically Improve Your Results Through
Effective Performance Assessment**
Architecting Scale with Predictable Success

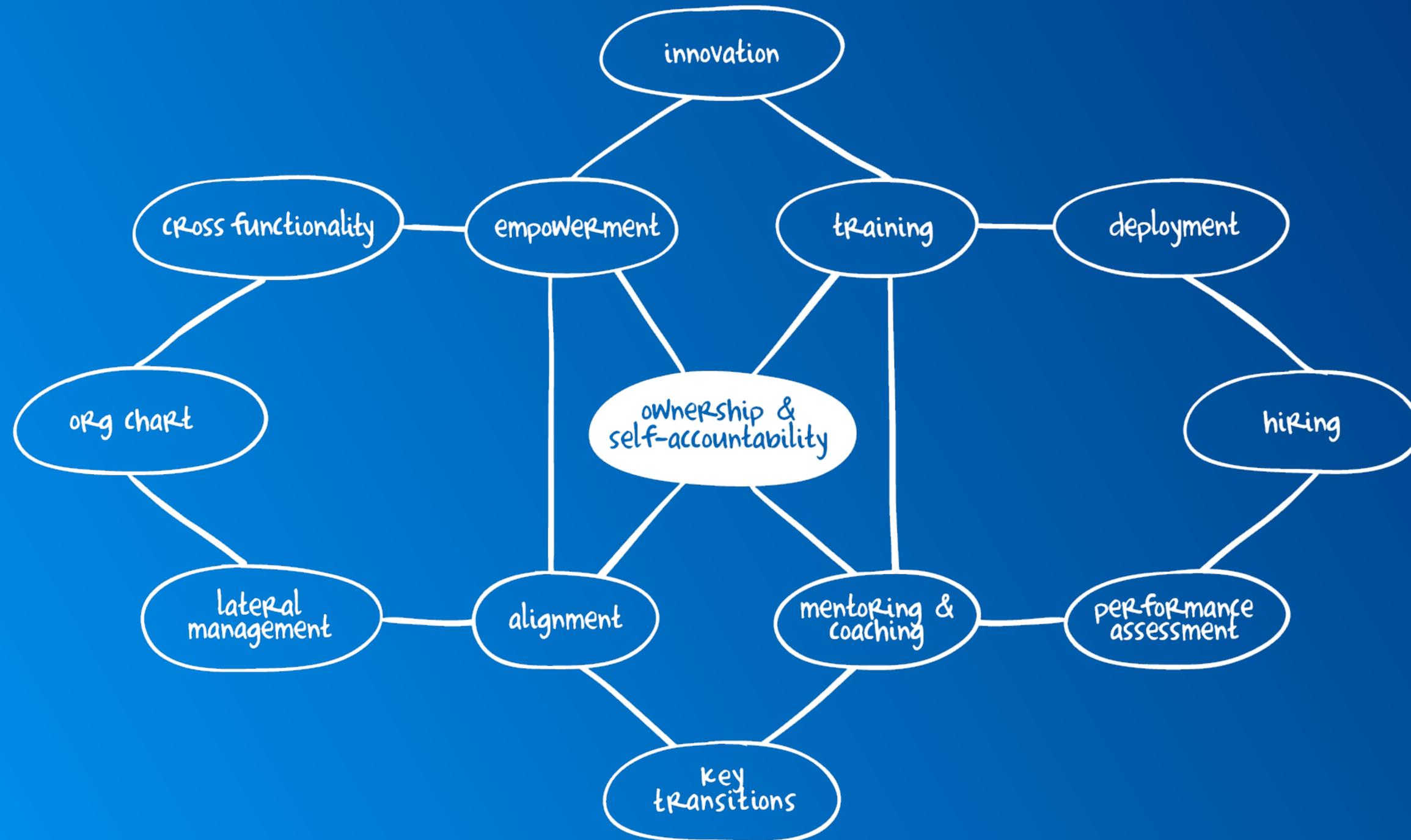


RADICALLY IMPROVE YOUR RESULTS THROUGH EFFECTIVE PERFORMANCE ASSESSMENT

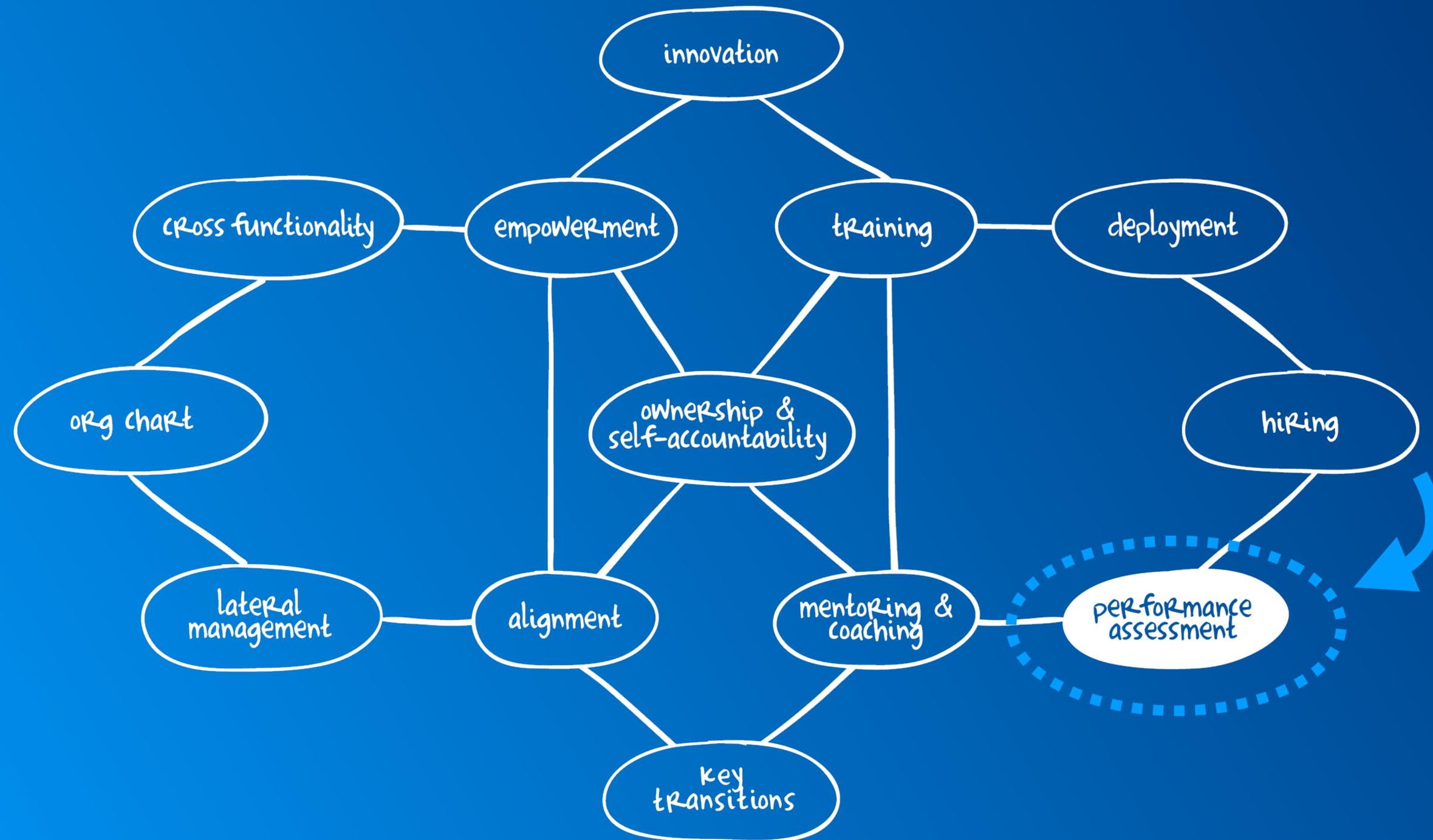
Architecting Scale with Predictable Success



THE PREDICTABLE SUCCESS SCALABILITY MATRIX



THE PREDICTABLE SUCCESS SCALABILITY MATRIX



TODAY'S AGENDA

PART 1

Understand the special role of performance assessment as it relates to helping an organization scale

PART 2

The 5 Key Factors that allow you to dramatically improve your results through performance assessment

PART 3

Identify the practical next steps for you to immediately implement what you have learned



COMMENTS & QUESTIONS

Use the Q&A box for any
comments / observations



SCOTT RITZHEIMER

FOUNDER AND CEO SCALE ARCHITECTS



Scott has helped start nearly 20,000 new businesses and nonprofits and, with his business partner, started and led their multimillion-dollar business through an exceptional and extended growth phase (over ten years of double-digit growth) all before he turned 35.

He founded Scale Architects to help coaches and consultants like you bring Predictable Success to your career and to your clients! He now spends his time teaching Predictable Success to coaches, consultants, and leaders across the country.



LES MCKEOWN

FOUNDER AND CEO PREDICTABLE SUCCESS



Les McKeown is the President and CEO of Predictable Success, a leading advisor on leadership and organizational development. He has started over 40 companies in his own right, and was the founding partner of an incubation consulting company that advised on the creation and growth of hundreds more organisations worldwide.

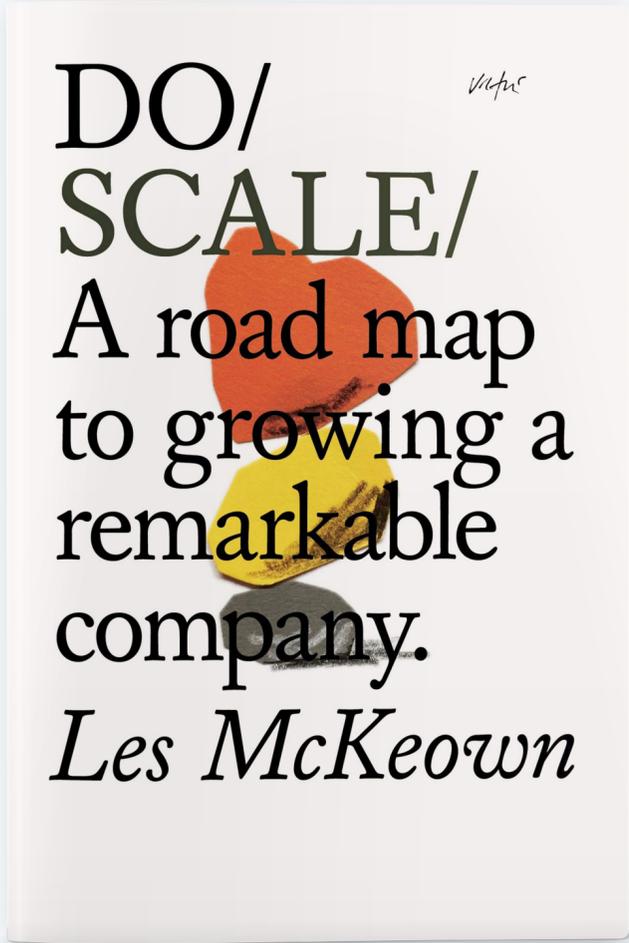
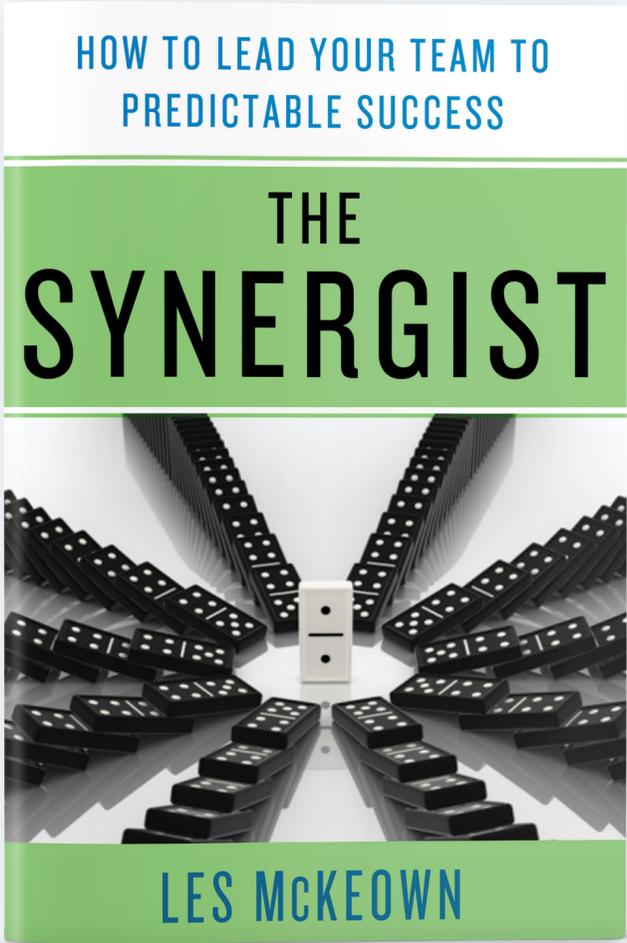
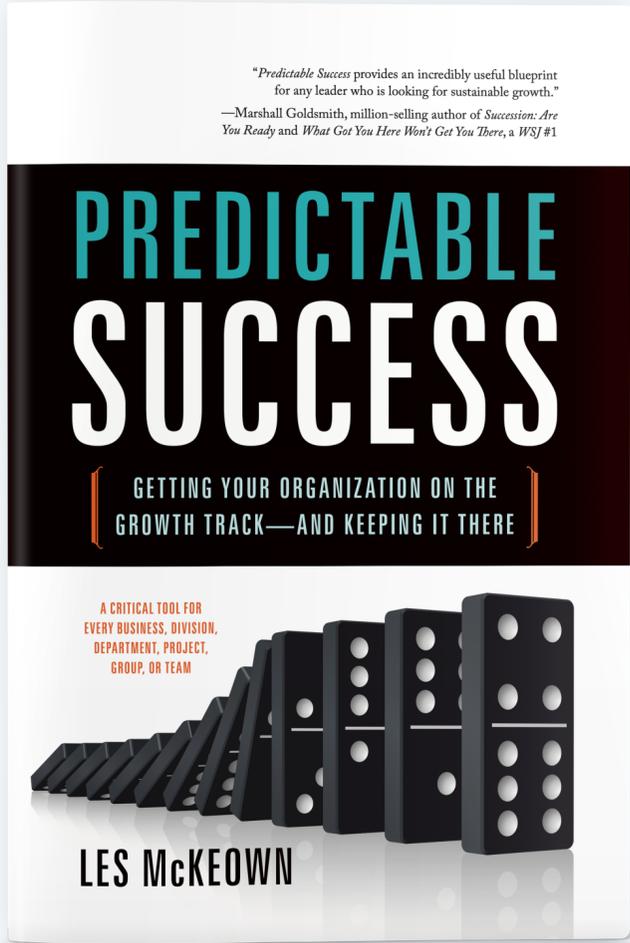
Les advises CEOs and senior leaders of organisations on how to achieve scalable, sustainable growth. His clients range from large family-owned businesses to Fortune 100 companies, and include Harvard University, American Express, T-Mobile (now EE in the UK and Europe), United Technologies, the Pella Corporation and Chevron.

Based in Washington, DC, Les now spends his time consulting, writing, teaching and speaking. Les has appeared on CNN, ABC, the BBC and in Entrepreneur magazine, USA Today and the New York Times. Les is the author of the WSJ and USA Today bestseller, 'Predictable Success', 'The Synergist', 'Do Lead' and 'Do Scale'.

Les can be contacted at: lesm@predictablesuccess.com
or via his website: PredictableSuccess.com



INTRODUCING PREDICTABLE SUCCESS



INTRODUCING PREDICTABLE SUCCESS



Alan Mullaly

President and CEO
Ford Motor Company



Marshall Goldsmith,

Bestselling Author
*Succession: Are You Ready? &
What Got You Here Won't Get You There*



Michael Port

Bestselling Author
Book Yourself Solid

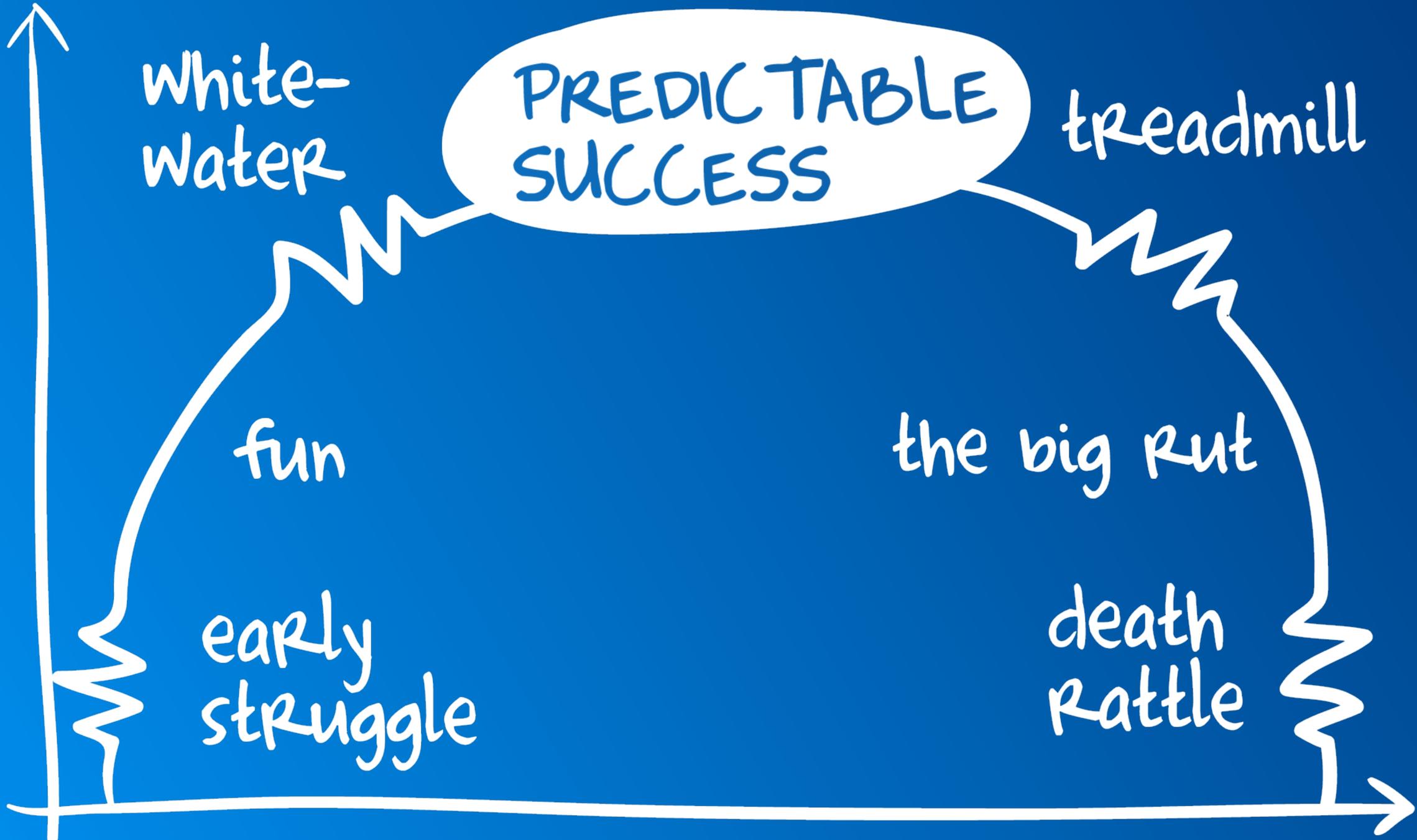


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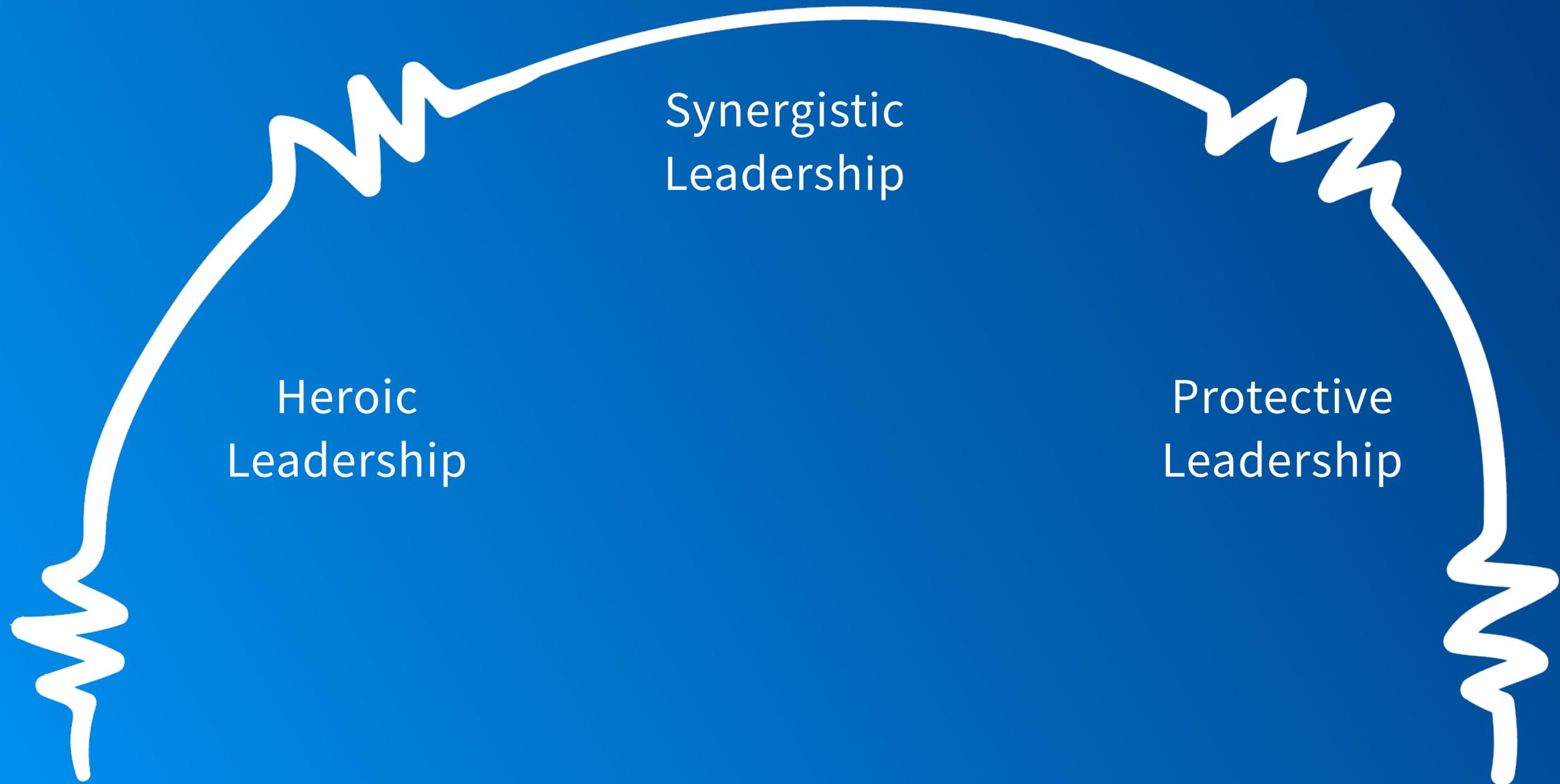
Architecting Scale with Predictable Success



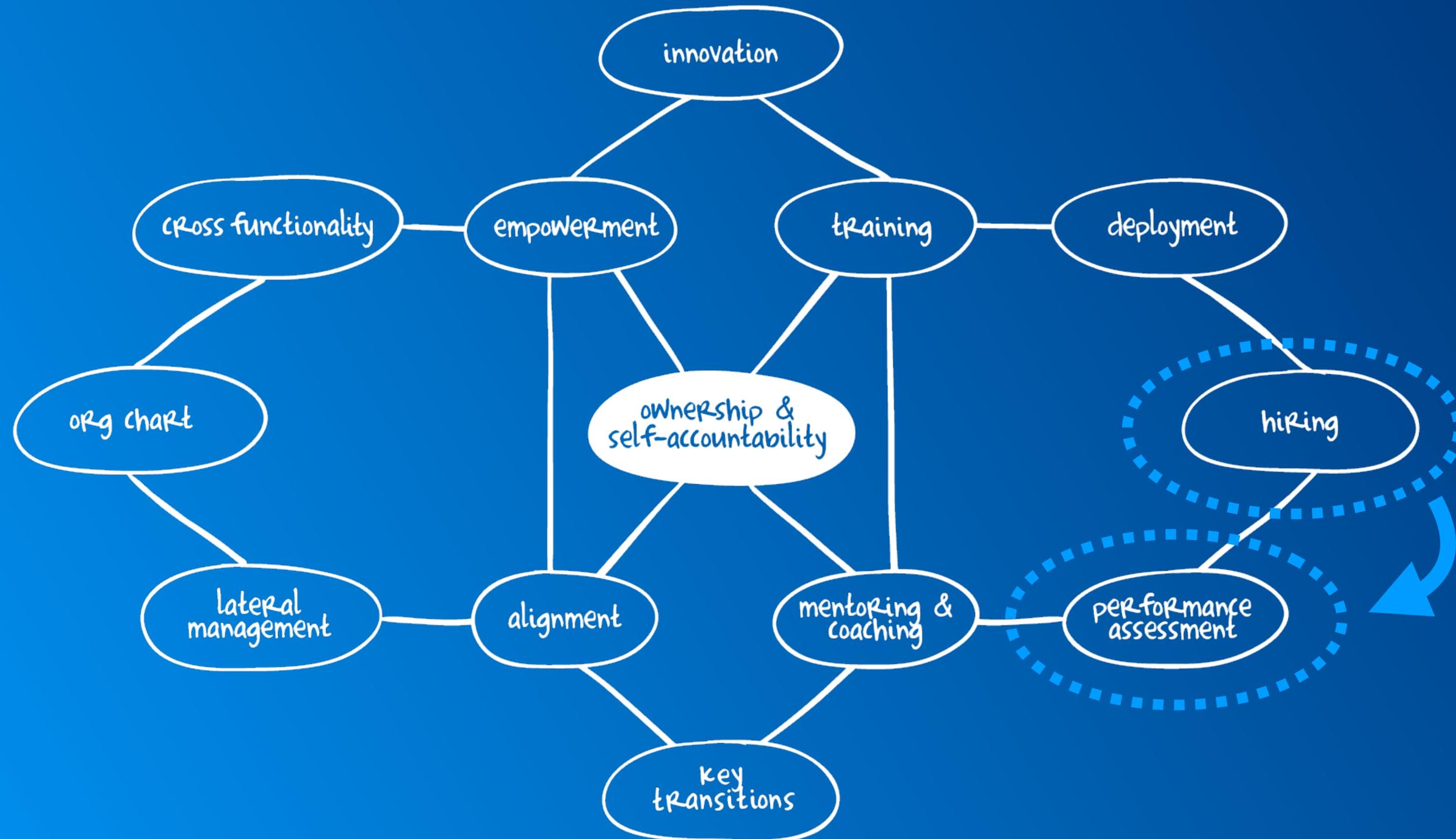
THE PREDICTABLE SUCCESS MODEL



HIGH-QUALITY TEAM-BASED DECISION MAKING



THE PREDICTABLE SUCCESS SCALABILITY MATRIX

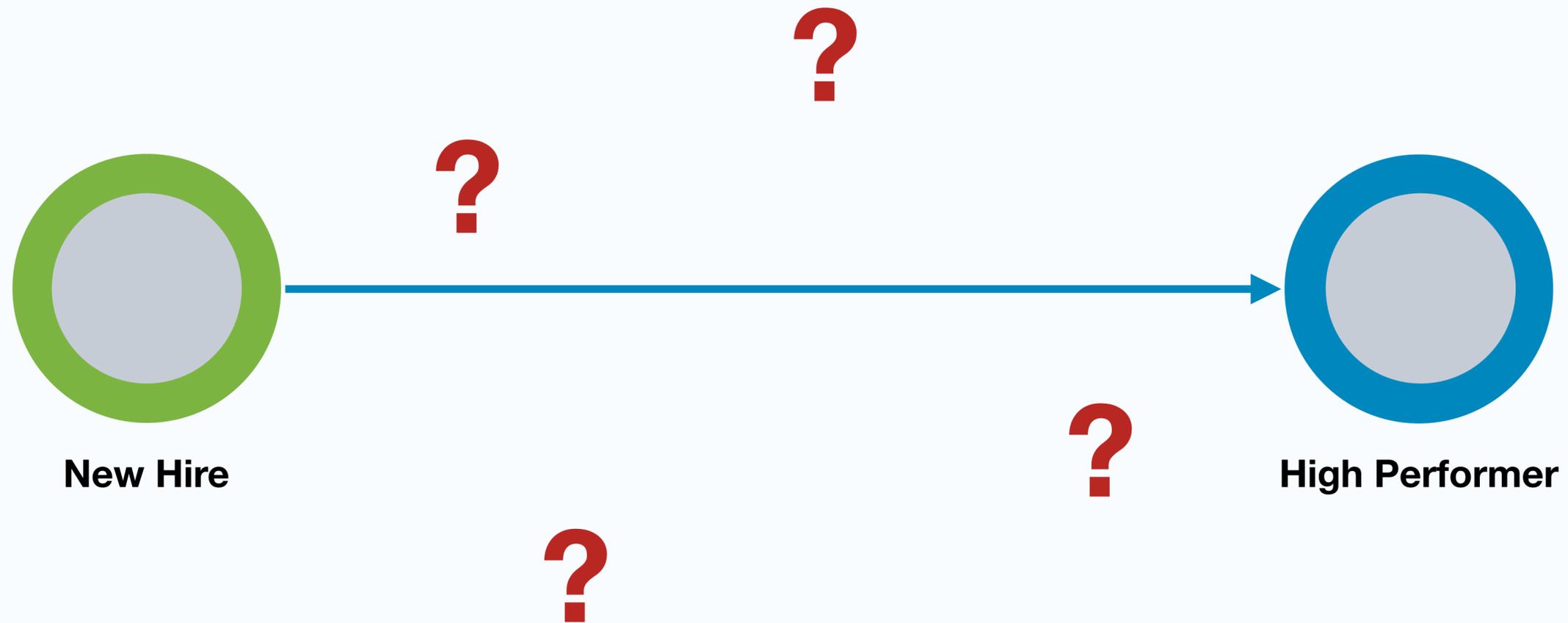


WHY THIS IS IMPORTANT

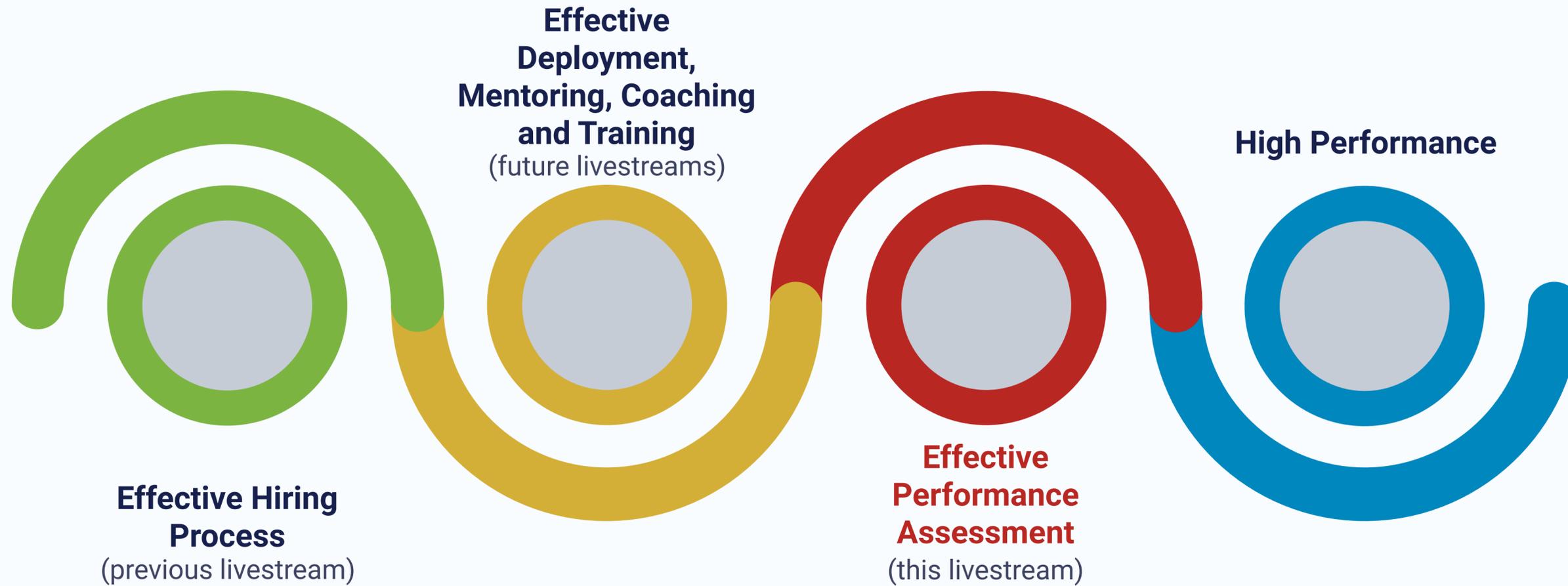
**MOST PERFORMANCE
ASSESSMENTS ARE
A WASTE OF TIME**



WHY THIS IS IMPORTANT



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PERFORMANCE MANAGEMENT IN PREDICTABLE SUCCESS

Dynamic dialog
creating consistent
organizational &
individual improvement

Done by osmosis -
highly effective but
not scalable

Scripted monolog,
highly processed &
compliance-based

ARE YOUR BEST EMPLOYEES LEAVING? (OR ABOUT TO LEAVE)

**Radically Improve Your Results Through
Effective Performance Assessment**
Architecting Scale with Predictable Success



WHERE WE'RE HEADED

FROM

- Compensation negotiation
- Monolog
- Cataloging failure
- Generating paperwork
- Political posturing
- Burying uncomfortable issues
- Bureaucratic machine

TO

- Comprehensive mutual exploration
- Identifies & leverages successes
- Seeks to understand reasons for non- / under-performance
- Collaborates on identifying ways for all parties to improve
- Results in consistent, positive organizational & individual growth



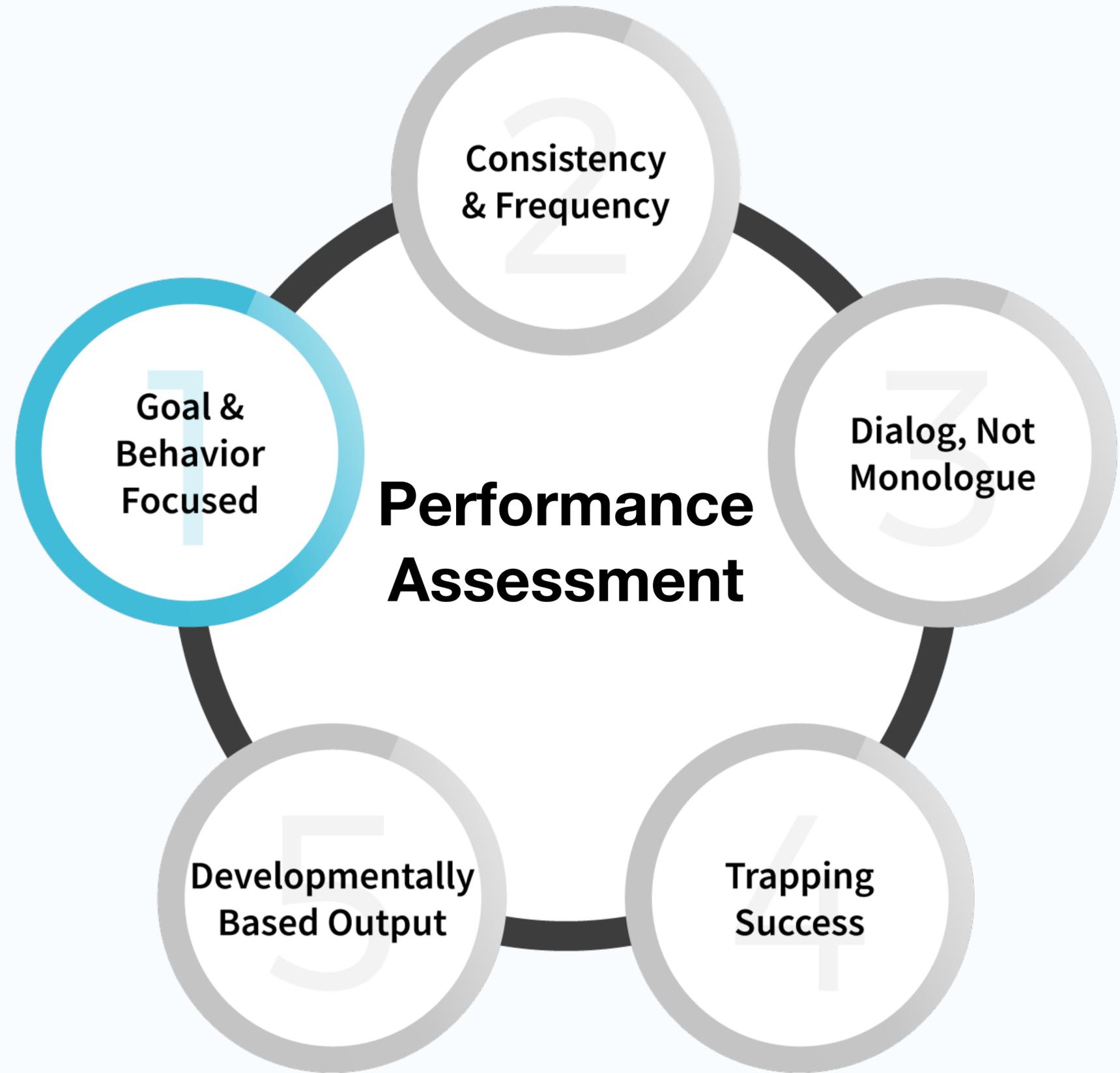
THE FIVE KEY FACTORS

THE BUILDING BLOCKS OF EFFECTIVE PERFORMANCE ASSESSMENT



KEY FACTOR #1

GOAL & BEHAVIOR FOCUSED



GOAL & BEHAVIOR FOCUSED

FOUR MAIN ELEMENTS:

1. Connect *forward* to medium-term goals by using **KPIs / OKRs or similar**.
2. Connect *backward* by assessing **hiring must-have's**.
3. Connect *laterally* by reviewing **Internal Customer Deliverables**.
4. Connect internally by assessing against **The Enterprise Commitment**.

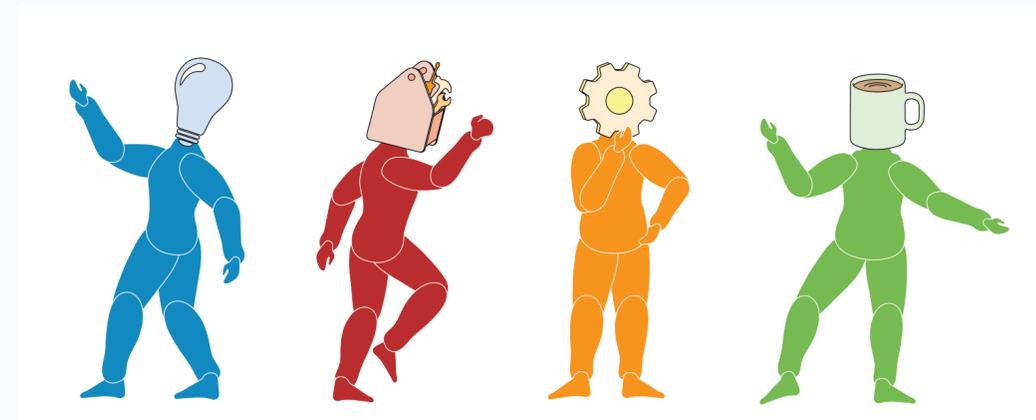


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"When working in a team or group environment, I will place the interests of the enterprise ahead of my own."



KEY FACTOR #2

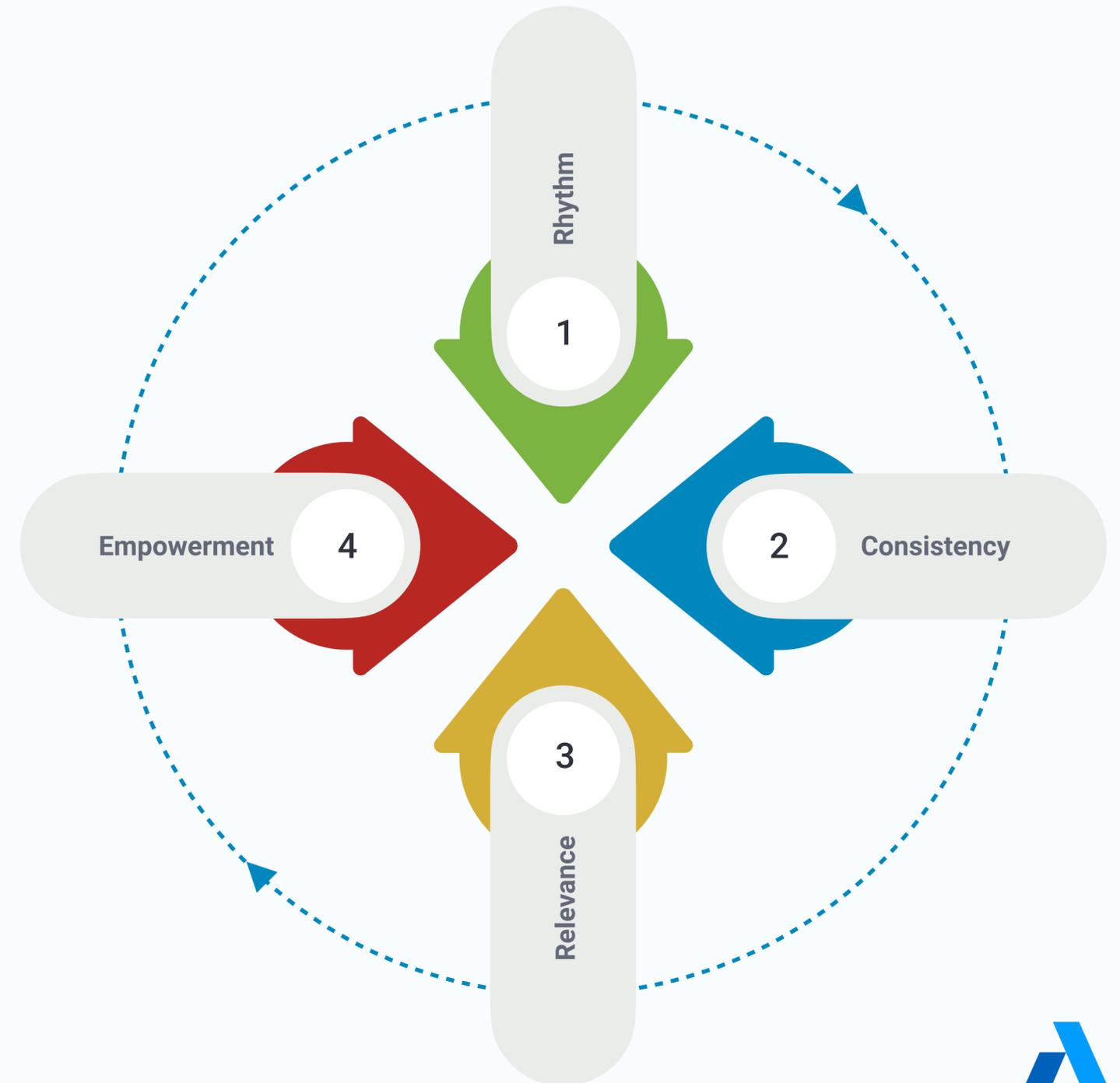
MASTERING CONSISTENCY & FREQUENCY



MASTERING CONSISTENCY & FREQUENCY

FOUR MAIN ELEMENTS:

1. Match the **rhythm** of your organization's environment
2. Emphasize **consistency** over frequency
3. Emphasize **relevance** over consistency
4. Move beyond **buy-in** to **Empowerment**



KEY FACTOR #3

LEVERAGE DIALOG OVER MONOLOG



LEVERAGE DIALOG OVER MONOLOG

FOUR MAIN ELEMENTS:

1. Key goal is **understanding**, not collation of data or allocation of blame
2. Vital precursor: '**Single source of truth**'
3. Alter the relationship with **compensation**
4. Both / all parties need **effective training** in how to do this



Monologue



Single source of truth



Desire for mutual understanding



Altered relationship with compensation

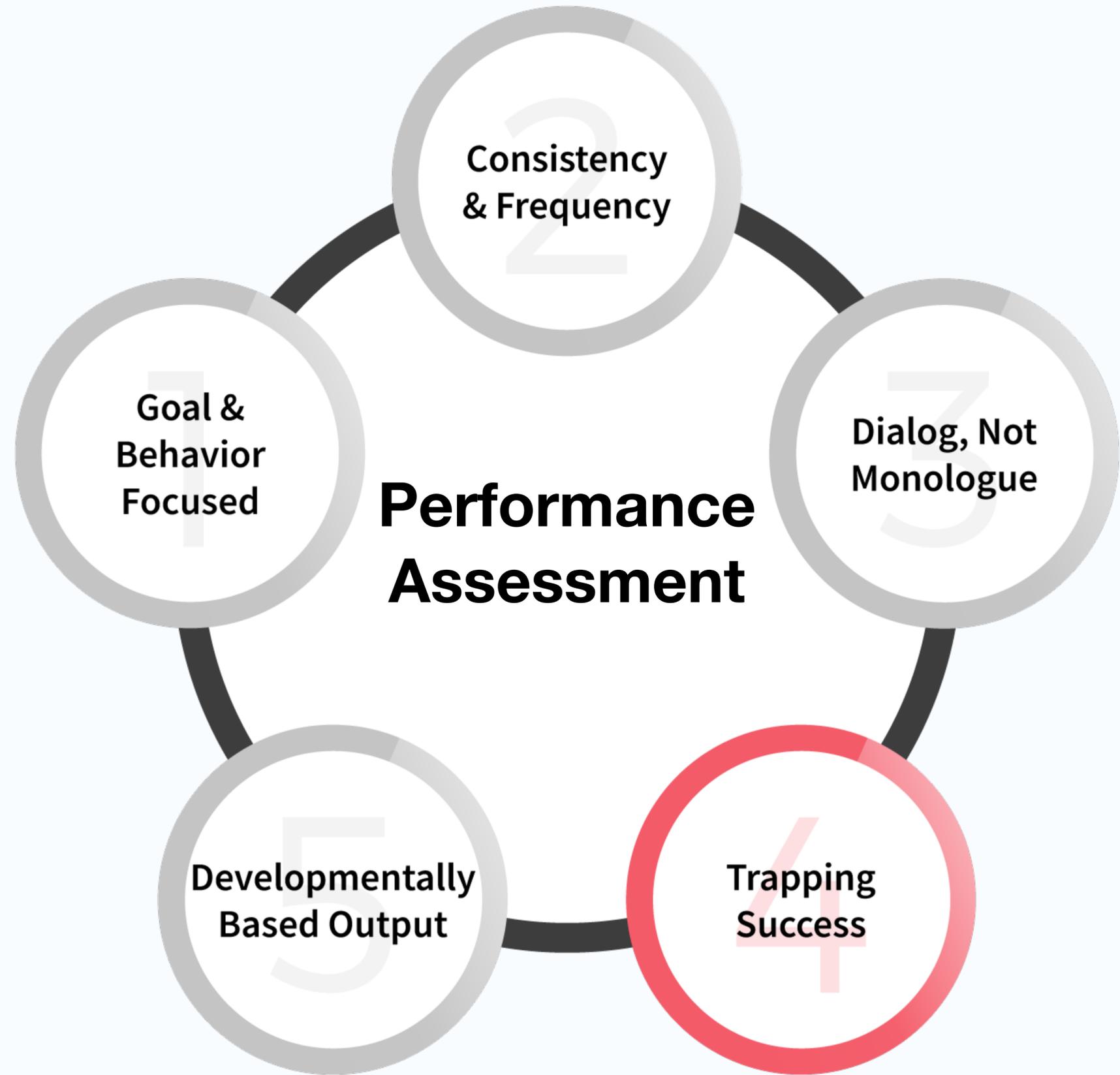


Effective Training



KEY FACTOR #4

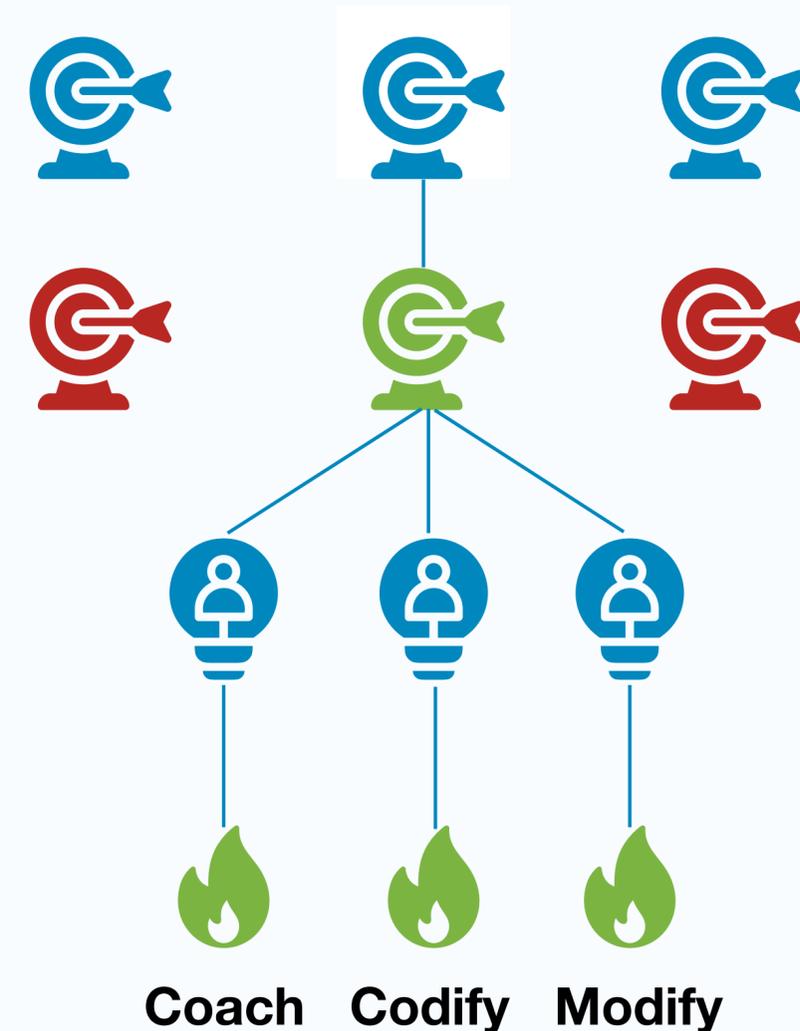
TRAPPING SUCCESS



TRAPPING SUCCESS

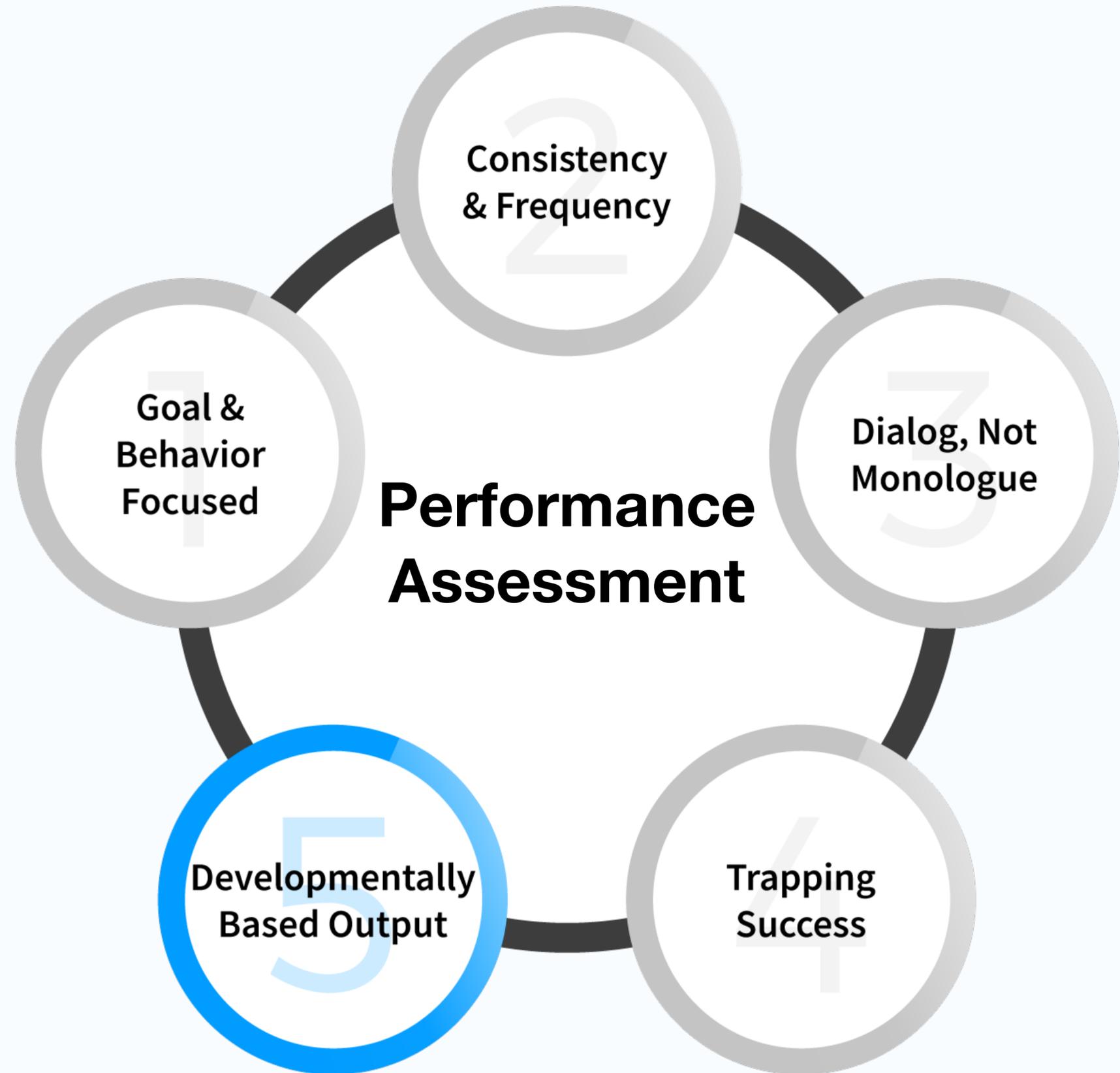
FOUR MAIN ELEMENTS:

1. Identify **2 - 3 key successes** in each review cycle
2. Separate **controllable successes** from 'non-controllable' successes
3. Identify 2-3 **repeatable learnings** from each controllable success
4. Establish the most effective way to **institutionalize the learning.**



KEY FACTOR #5

DEVELOPMENTALLY BASED OUTPUT



DEVELOPMENTALLY BASED OUTPUT

FOUR MAIN ELEMENTS:

1. Mutually agree on the **post-review summary**
2. Include both **quantitative metrics** (KPIs) and **qualitative review** (must-haves)
3. Set **SMART development goals** around each
4. Incorporate them an IDP (**Individual Development Plan**)

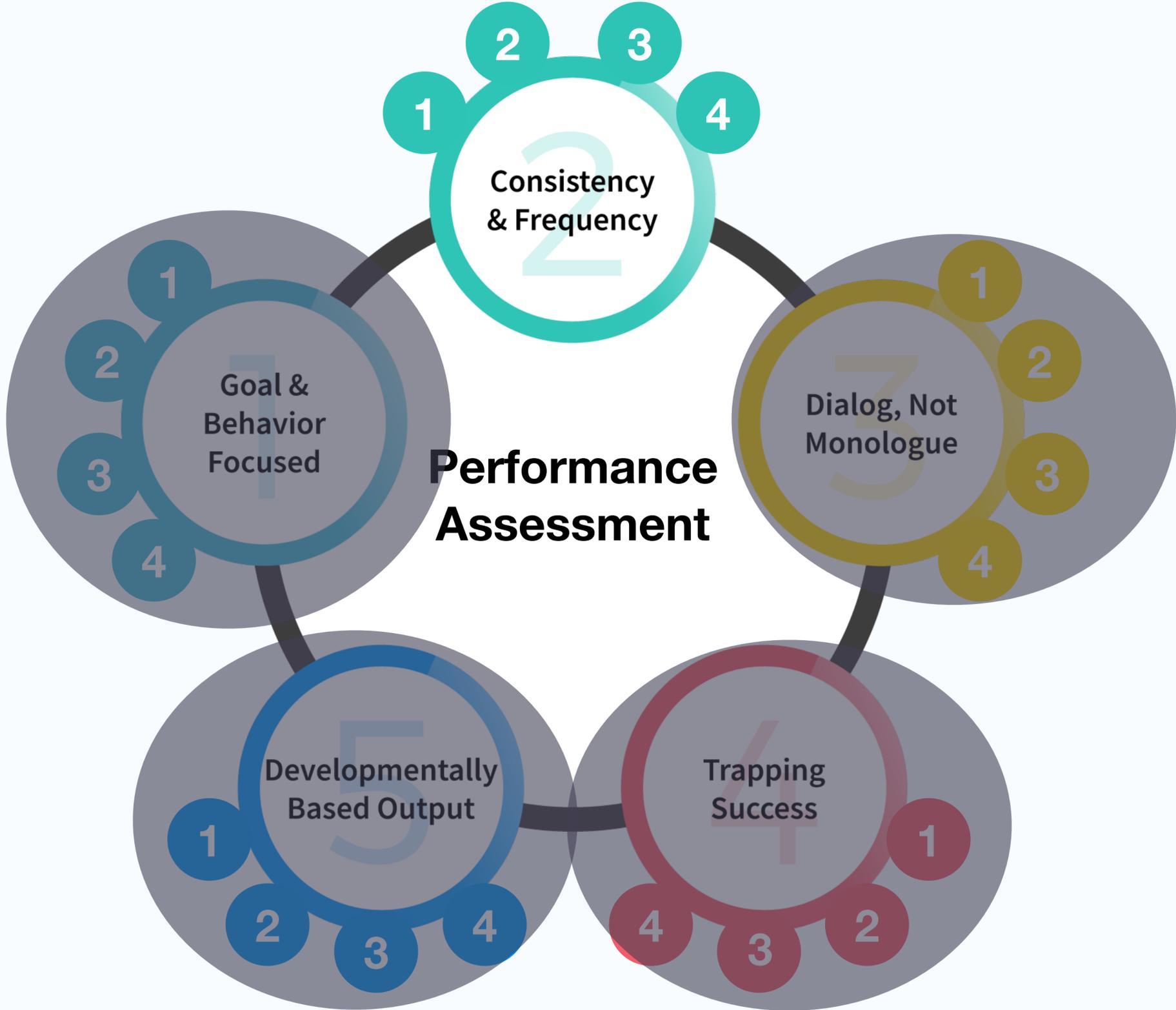


IMPLEMENTATION QUICK-START

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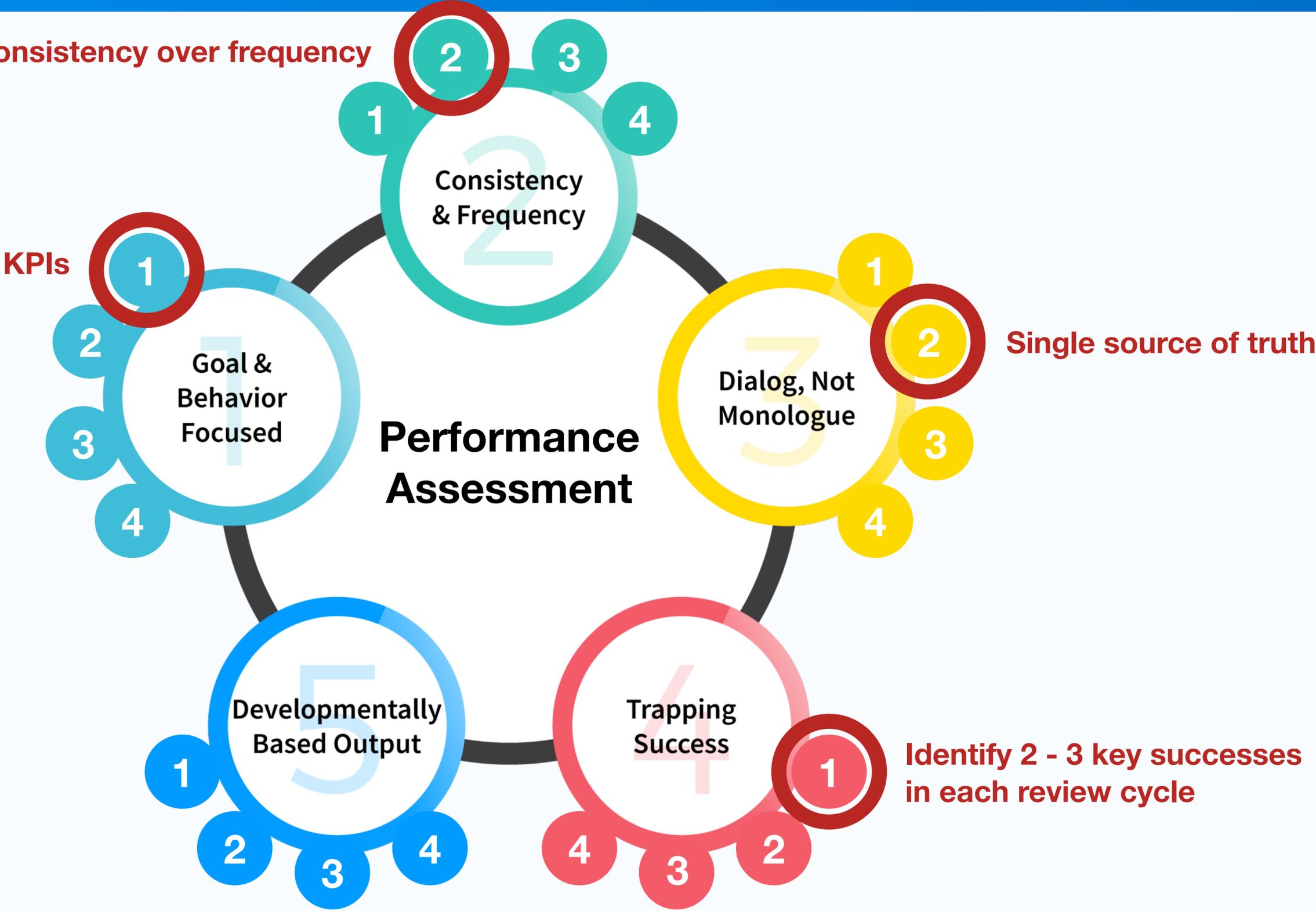


NO / LITTLE EXISTING PROCESS



NO / LITTLE EXISTING PROCESS

Emphasize consistency over frequency



ESTABLISHED EXISTING PROCESS

GROUP EXERCISE

QUESTIONS FOR YOU AND YOUR TEAM

- Why / when does your Performance Assessment process work well?
- Why / when does your Performance Assessment process not work well?
- What 3 things could you start doing, that would make your Performance Assessment process better?
- What 3 things should you stop doing, that would make your Performance Assessment process better?
- What's the major barrier / constraint on consistently executing your Performance Assessment process effectively?



NEXT STEPS?

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HOW WE CAN HELP

You can architect scale yourself using our expansive suite of **training courses and live events** that are designed to help you reach Predictable Success!

Do-It-Yourself

You can bring in a knowledgeable Scale Architect we've personally trained to **help coach you and your team** into Predictable Success!

Coaching & Consulting

We can **train one or more of your current leaders** to become a Scale Architect within your organization to help you reach Predictable Success!

Train the Trainer



LET US HELP YOU

**FAST TRACK YOUR PROGRESS
TOWARD PREDICTABLE SUCCESS
WITH SCALE ARCHITECTS**

www.scalearchitects.com/contact

SCAN ME



OUR NEXT EVENT

HOW TO DEPLOY YOUR
EMPLOYEES FOR *MAXIMUM*
IMPACT

OCTOBER 12 @ 2:00 PM EDT

[predictablesuccess.com/2021-
livestream-series](https://predictablesuccess.com/2021-livestream-series)

SCAN ME



A SMALL TOKEN OF OUR APPRECIATION

3 FREE OFFERS
FROM US TO YOU!

FREE SAMPLE “PA” STRUCTURE

You don't have to start from scratch. Download your sample “PA” structure and make it your own

FREE DEVELOPMENT PLAN TEMPLATE

Capture the most important findings, goals, and follow-up plan with this helpful worksheet

FREE CONSULTATION

We'd love to help you identify the next steps for your journey into Predictable Success in your Performance Assessment



Q & A

We're here to answer any questions you may have!



LET US HELP YOU

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SCAN ME

