

The Extraordinary Performer

A Turning Good Employees into Great Performers

KEY LEARNINGS

Our goal is to strengthen, not replace, your organization's existing approach to employee development. Ideally for individual contributors, participants leave with a well-thought through personal road-map for their development. In that process participants:

- Learn a new "strengths-based" approach to development that helps performers move from good to great.
- Understand the critical elements that support extraordinary performance.
- Learn how organization expectations of high performance change as individuals grow in their careers.
- Learn about the 16 behaviors that separate the highest performing individuals from the rest.
- Utilize multi-rater feedback to identify key strengths and possible neutralizers.
- Create a personal development plan that focuses on building strengths.
- Focus on long-term developmental positions and experiences.
- Imbed professional development in daily, on-the-job activities and current work priorities.

RESEARCH BASE

This program is an extension of the research from the bestselling book, *The Extraordinary Leader*, by Drs. Jack Zenger and Joe Folkman. It draws on 20 years of research and data from detailed statistical profiles on more than 25,000 managers and individual contributors in a wide range of companies and industries.

CLIENTS using this program include ConocoPhillips, Sandia National Labs, and Veritas.



The ability to make important contributions is within most people's grasp. Aspiring to be truly extraordinary can result in tremendous gains in productivity for the organization as well as creating potential career opportunities. By utilizing concrete feedback and solidifying a specific development plan, people can improve their performance.

MEASURABLE RESULTS

Using the insights and tools of the Extraordinary Performer Program, you can expect measurable results from employee development. Extraordinary Performers achieve:

- Up to five times increase in productivity
 - Up to five times increase in net income
 - Up to 30 percent increase in customer satisfaction
- Additionally, Extraordinary Performers are perceived as having more career potential than average employees.

CONTACT US

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