

Performance Profile



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What is Performance Profile?

Performance Profile is the only tool on the market which measures behaviours of individuals (not personality) within the context of their specific role and organisation and which delivers a measurable benefit to business performance.

It is a particularly effective diagnostic tool for senior management teams who want to quickly identify the key issues and equally quickly come up with a business solution that is robust and practical.

Not just another tool

Performance Profile drives business improvement – and it's measurable!

Performance Profile measures the behaviours which drive or inhibit performance of individuals and teams – and it does this in the specific context of your business. In every case Performance Profile is tailored to your business environment and unique challenges.

The outputs from Performance Profile are real and accountable actions which drive measurable change in the business performance and deliver outstanding return on investment.

Unlike tools which measure personality and produce a report that struggles to translate into real business change, Performance Profile gets to the root of behaviours and their impact on business performance, often tackling issues which are not addressed in the day to day running of the business.

“It wasn't training, it was business building. As a direct result of Performance Profile we have won three additional pieces of business already.”

Sales Director, InfoSpace

Proven credibility and effectiveness

Accredited by the London School of Economics, companies that have already benefited from Performance Profile include: Accident Exchange, Ford, Britax, Daimler Chrysler, Reading FC and InfoSpace.

When to use Performance Profile

Performance Profile is an ideal tool to use when change is taking place that has an impact on people.

For example:

- ✓ Improving Senior Management performance
- ✓ Improving individual and team performance
- ✓ Fast tracking success following a merger or acquisition
- ✓ A change in business direction
- ✓ Any major change involving people

“I enjoyed the experience as it got to the root of what we needed to do more of to increase our productivity, nothing wishy washy – this was really enlightening.”

CEO, InfoSpace

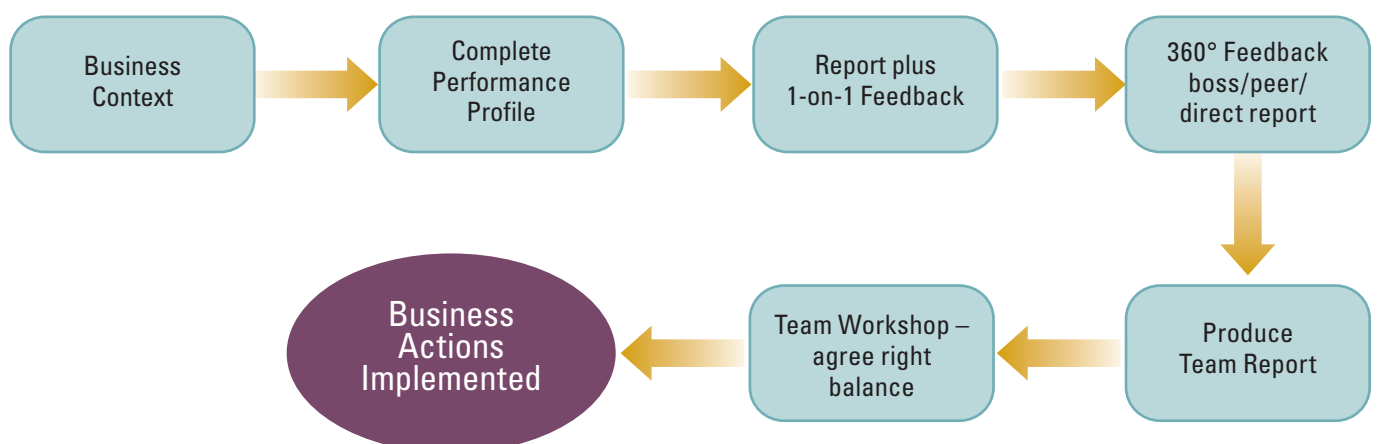
How does Performance Profile work?

At the heart of Performance Profile is an on-line, automated software tool that focuses directly on performance. It is the best tool for measuring behaviours that drive business success, by analysing the behaviours that accelerate, sustain and block performance at an individual, team and enterprise-wide level.

Performance Profile diagnoses on-line the behaviours that drive or inhibit performance. It does this by:

- Measuring 400+ job specific behaviours.
- Examining the performance of individuals and teams by showing what they are currently doing but also what they should be doing to improve performance.
- Identifying the specific things people do to block performance.
- Identifying the behaviours that make a real difference to business effectiveness.
- Building individual ownership for the actions to improve performance.
- Defining optimally effective behaviours for every individual and every job in an organisation.

Putting it all Together



Performance Profile = Performance Improvement

INFOSPACE CASE STUDY

The Business Objectives

InfoSpace had a newly formed Senior Management team in Europe and wanted to further improve their productivity at an **individual, team** and **organisational** level. They knew what many of the issues were but did not know how to go about addressing them.

The Business Issues

InfoSpace had three different businesses with management teams in three different countries, each with their own agenda, pulling in different directions. There was no common language and communication was a problem. Finally, there was no real teamworking, no singular vision or direction and resources were being allocated in the wrong areas. The Connor Consultancy was engaged to address these varied issues using Performance Profile.

Project Tasks included:

- Meeting with the key sponsors to identify the business drivers
- Completing the online Performance Profile Business Diagnostic Tool
- One on One feedback linking the results of the tool with the job role of the executive

- Formulating a team diagnostic report that amalgamated the strengths and weaknesses of the team
- Bespoke design and delivery of a business workshop focusing on what the senior team need to do to improve productivity
- Conversion of the workshop output into real tangible business actions with each executive having ownership for their own personal role productivity objectives

The Business Outcomes

- ✓ InfoSpace now have a **commonly shared vision** and were able to agree the key strategies to move forward. They were able to **process tasks much faster** as they have a common vision and a common understanding of what needs to be done!
- ✓ Communication has improved as InfoSpace now have a common language and when they do have an issue they can talk the same language.
- ✓ **Decisions are made quicker** as they know who does what and there is **greater commitment and ownership. Teamworking improved significantly.**
- ✓ InfoSpace experienced a **significant return on investment** from this project and is continuing to enjoy the benefits as the project generated an embedded methodology that encourages continuous performance improvement.

Sales Director, InfoSpace

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HR Director, InfoSpace

"The Connor Consultancy worked with us to convert the analysis into real actions that were practical and work based. They focused us on what we need to do to improve performance."

For more information on how The Connor Consultancy can help you improve business performance through your people please visit www.connor.co.uk or call Fraser Silvey on 01628 520553.

The Connor Consultancy is a business-grounded HR Consultancy that helps its clients achieve their full potential through their people. We have a 16 year track record of delivering high quality, results-driven people services to our clients by placing people at the heart of our business solutions. Our team is made up of frontline practitioners who have been instrumental in shaping some of Europe's youngest and most dynamic companies, as well as leading blue chip organisations

