

Optimising Performance



Organisations recognise that the fastest route to competitive advantage and to achieving challenging business goals is to Optimise Performance of their teams.

Frequently people are being asked to achieve more with less and, of course, always faster than before. Working in an environment where people are always connected and where information flows unceasingly brings opportunities but also new challenges. The temptation to increase the pace, extend the working day and focus on own rather than team goals can seem inescapable.

DP offers solutions that stimulate change and release potential. We work with organisations to:

- Create a shared understanding of what is meant by optimising performance
- To reconnect individual and team goals
- To support people to work smarter rather than harder
- To develop managers' skills to build high performing teams
- To support leaders to role model honest performance conversations.

The nature of optimising performance for each organisation means our solutions are bespoke for your specific needs. Some examples of DP solutions have included:

- Culture change programmes to achieve acceptance by technical, professional and specialist staff of their management role as integral to their work, not an optional add-on
- Busting the myths about managing performance and identifying where managers can impact the performance of their teams
- Giving leaders the confidence and skills to hold honest conversations about performance, at an early stage
- Change management workshops to identify new directions and provide skills and support in the transition period, including for mergers
- Integrating evidence-based practice into performance reviews
- Developing managers coaching skills so they can release the potential of their teams
- Skills training, working with business actors, in handling challenging performance conversations.

We work with each organisation to identify what specific solution will meet your needs and enable you to **Optimise Performance.**

We can help you to optimise the performance of your leaders, your teams and your organisation.



I felt quite apprehensive at the start but now I feel that I can really make a difference. I've learnt more in one morning than I have all year!

