

## At A Glance

### Who Would Benefit The Most?

Senior Executives, Team Leaders and Managers with direct reports.

### Business Issues Addressed:

- Misaligned efforts
- Missed timelines
- Cost overruns
- Lack of commitment
- Defocused teams
- Lack of job satisfaction
- Conflict

### Outcomes Created:

- Clarity
- Increased energy and commitment
- Reduced time to market for key projects
- Reduced costs
- Full engagement of stakeholders
- When you align your communication and leadership style with the requirements of the situation the return on investment is less cost, better business results and far greater job satisfaction.

### Cost:

\$200 per hour

### Time Commitment:

Requires the event itself plus approximately a 1/2-hour one-on-one discussion.

## REAL TIME PERFORMANCE

# Are You Getting In Your Own Way?



The meaning of your communication is seen by the response that it creates.

What kind of responses are you getting from the people you count on? Do any of these sound familiar?

- *Do people say they agree with you, but their actions indicate otherwise?*
- *Do you set a direction that you think matters, but your team isn't making it their own?*
- *Do you sense your communication could be more effective, but do not know what the best way is to make it happen?*

You don't need to take another communications course nor is it what we do. BalancePoint's Real Time Performance is a program that provides immediate feedback and insight through observing your interaction with stakeholders and team members.

Real Time Performance teams you up with a senior BalancePoint professional who "shadows" you during the course of an important meeting or event. We carefully, discretely, and silently observe your interactions and how they are received with the people that you work with.

### The Business Case for Real Time Performance

A BalancePoint professional "shadows" you in a meeting or working session. We observe your interactions, communications and results. Immediately following the event we roll up our sleeves and work one-on-one with you to re-calibrate your communications and work style so that you consistently get the results that you need. Our work with you is fast paced and results based. We'll give you the straight goods and say what has to be said.

When we "shadow" you in the places you do your most important work, the measurable results include:

- **Immediate results.** *We help you make sure that the key people around you understand what you want to achieve and are committed to delivering.*
- **Focus on the real issues.** *We help you clarify and focus on what matters.*
- **Reduce misunderstandings.** *Inaccurate assumptions, ineffective communication and poor listening skills all result in wasted time, money and effort. We help you identify and remove barriers to delivering results.*
- **Gain Commitment.** *When a message is clearly understood and accepted, accountability is high and work gets done.*

Need proof of its effectiveness? We'd be delighted to show you. Call (403) 668 0185 for a complimentary coaching session. It's one hour that will help make a huge difference in your life.

How could your message be better received?