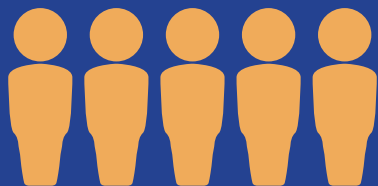


BUILD YOUR TEAM



Performia International



Welcome to Performia

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Hello!

Performia was founded with the purpose to help executives get much more workable systems and applicable knowledge in the area of hiring the right people.

It can often be hard and very expensive not to see how an unknown person will actually fit into your team and perform on the job. However, now you can find this out before you make the final decision, saving you a lot of time and maybe also some sleepless nights!

Performia is here to give you and your company that hiring edge and this brochure is intended to be an inspiration to find out more and look for yourself.

Marten Runow, CEO Performia International

If first impressions were reliable - hiring would be simple

Performia has a new and unique system that gives you the exact tools to evaluate people.

It takes the guesswork out of hiring and makes your decision simple.

Here are four typical examples of what you could face when you hire new staff.



Seems very nice – and has great references.

This is Linda. People like her immediately and she gives a great first impression. She has not only pleased her past employers but also exceeded their expectations. She has just moved to a new city and is looking for a job.

Would you trust the great first impression?

After Performia training: Absolutely YES!



Seems not so nice – but is highly educated.

This is Sabrina. She wants a high-flying job and can't understand why she keeps having trouble finding one, despite her qualifications. She is dissatisfied and blames her bad luck on incompetent managers and people who don't understand her.

You would probably be doubtful but after the Performia training you would say NO with certainty.



Looks doubtful – however he has an impressive record.

John is a person who doesn't like to 'big-note' himself. He is a "head down, bum up" type of guy. He is such a great worker he has never had to look for work before now. However the company he used to work for has just been sold and now he wants a new challenge. Job interviews make him nervous and uncomfortable.

Would you hire him? – After the Performia training definitely YES!



Looks great in the interview – seem unnecessary to check his credentials.

Daniel is very outspoken and can really 'sell' himself. He seems very charming but criticises his past employer and associates. Nevertheless, he is friendly, smiles a lot and says all the right things about the position for which he is being interviewed. He seems to be exactly what you are looking for.

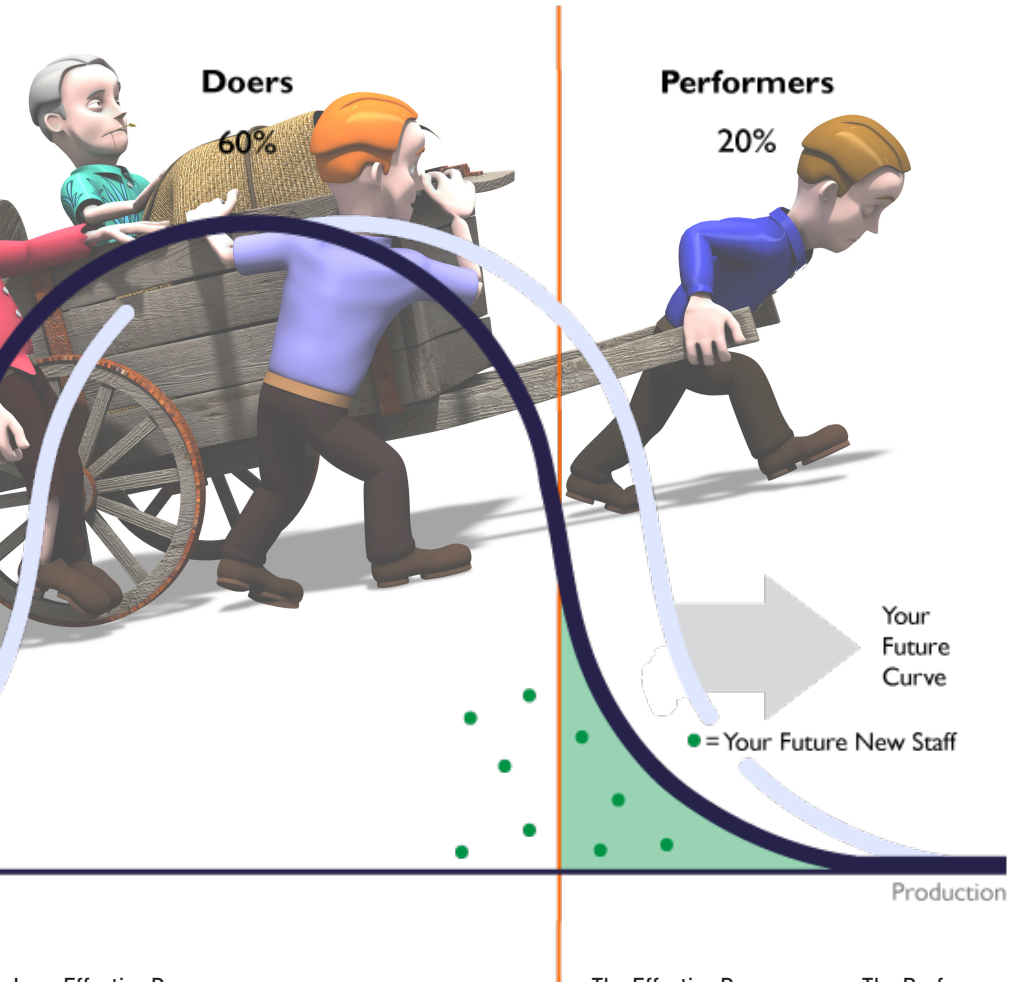
Would you employ him? – After the Performia training: NO WAY!

Not all people are equally productive

The game of hiring is based on a) completely avoiding the SP and b) hire more Effective Doers and Performers to then see the entire curve move right, towards more production.

This means not only new staff will do better, but when key managers are real Performers, they will help all staff be more productive and by training turn many Doers into Performers.





The Less Effective Doer

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The Effective Doer

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The Performer

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The Performer

This is the “dream employee”.

A person who is responsible, really helping and who you can trust.. The “**Performer**” is simply an individual who is not just there to support him or herself but who works hard to help the entire organization achieve its goals.

Your organization’s success depends to a very large degree on these people.

Make sure you build your team with a lot of them.



Attributes for this type of person:

He knows the job well enough to be able to locate what really needs to be handled or corrected within his area of responsibility

Can figure out a workable solution or action plan by themselves

Will execute that solution or plan successfully and with great effectiveness without any need for orders or external pressure

The Effective Doer

This is another very valuable type of employee.

The “**Effective Doer**” is a person who has a lot of interest and is very willing to help others and who is constantly generating energy. They work hard to help the business to service the clients and achieve set goals and targets.

Good and skilled managers are those who can utilize “effective doers” and by training and supporting them, gradually turn them into becoming “performers”.

With a good number of these people on board, your team has a bright future.



Attributes for this type of person is:

Very willing but needs a bit of direction and instructions

The urge to learn new things and become better at doing the job

Positive and supportive attitude

The Less Effective Doer

This individual is a much less productive type of employee.

The “**Less Effective Doer**” is to some degree with you but the input is not a lot more than what you “output” when paying them and thus he is to some degree a “passenger” in the company rather than an important contributor.

To inspire this person into high gear and more results is far from easy, even for very competent and positive managers.



When these people get involved in a very productive environment, they too tend to move a lot faster.

Attributes for this type of person is:

Somewhat willing to help but tends to “watch the clock”

Has no marked ambitions and does work mostly based on the attitude of “because I need an income”

Is not that interested in improving they are easily bored or irritated

Their production is medium to low

The “PTS” or The Potential Trouble Source

A person who can make executives grow old faster.

The “PTS” or the “**Potential Trouble Source**” is not only potentially causing trouble but is often doing it when you least need it. They are emotionally unstable and they move from high to low, up and down and in that process, they do cause trouble.

You need to know how to detect this in time and know where to not place such people and as well as what you can do to help them get out of their situation.

Important? No. Completely vital? Yes!



Attributes for this type of person is:

That his emotions are swinging like riding on a theme park roller coaster

He or she gets sick or injured more often and more easily makes mistakes

Protesting, dramatizing and acting like an open stopper to then change

Quite of a sudden do better while being kind and helpful to then change...

The “SP” or The Suppressive Person

The real reason why building a team is such a challenge.

The “SP” or the “**Suppressive Person**” is actively stopping and working against you and the rest of the organization. However, they very often do this in a hidden fashion and on the surface they might look like they are totally working with the program.

It is more than vital that you have the knowledge and tools to locate these people in order to never hire them. The financial as well as the personal toll on you, your staff and your entire organization, if you do hire them, are much too big.



Attributes for this type of person is:

That he is mainly interested in bad news, upsetting rumours and likes to spread it

Makes people in his environment go PTS and thus they seem like your problem

No matter what, the suppressive person does not reform, change or improve

He or she will only be satisfied when things get worse rather than better

Productive & Destructive People

Learn how to differentiate between the two groups.



The Performia Hiring Seminar will teach you exactly how.

The legendary Performia Hiring Seminar has now been delivered to over 4000 executives in more than 20 countries and has been rated from a majority of the participants as “the most important”, “the most precise” and/or “the most fun and useful seminar of any kind I ever participated in”.

Unfortunately most executives have experienced the pain of hiring people who looked great during the hiring process but later turned out to be very unproductive and in some cases outright destructive.

Besides the economic losses, it causes as well more work for you and the rest of the team.

Performia can show you how to get out of this common problem, by teaching you how to attract, hire, install and retain the right staff for less money and better results.

You owe it to yourself to know and be able to apply this vital information.

Workable knowledge is the only real power with which you can better your business. Great results depend on your staff’s performance.

The Performia Hiring Seminar Includes

How to:

- Advertise & attract the right candidates
- Select the most suitable candidate
- Avoid SP's and unproductive people
- Predict a candidate's production
- Really be able to understand and evaluate a candidate's personality and work ethic
- Avoid being fooled by the unproductive "professional" in a interview & smooth talking candidate
- Evaluate a person's motivation
- Check a person's level of knowledge
- Match personality to any job position
- Check references and get something valuable out of it
- Tactically train your new staff
- Introduce a new person successfully
- Keep good staff

The seminar will also teach you:

- The 4 most important factors in hiring
- Why evaluation of staff is so important
- Knowing the cost and consequences of having the wrong staff
- The most effective hiring flow
- The tools to take out 70% of the time to complete a successful hiring cycle
- The most workable ways to raise efficiency

Time for delivery 4-6 days.

For those who cannot arrange their schedule to a live seminar, this training is also available as a DVD copy, delivered in Performia offices by course assistants who ensures great results through intensive practical drills.

Speed Up & Secure Your Hiring Success

Get your own hiring system...

The Performia On-Line Test & Assessment System has been used since year 2000 and today over 3000 candidates weekly gets tested and evaluated in about 20 countries.

The system handles productivity assessments, personality tests, skills assessments, on-line written interviews, reference checks as well as the administrative tools needed for a very fast and more successful hiring process.

You can test in 30 languages including Simplified and Traditional Chinese, Russian, Arabic, Japanese, Hebrew as well all European languages and get your own reports with ease.

No matter the size of your company, there is a perfect solution for you. Even if you have offices in 45 countries you can still control it from one base if you want, with individual users in each country as support.

The system will be designed to fit your home page with your very own logo branding and style. The candidates get via e-mail a very professional image and service, even before visiting your office.



For more detailed information on what you can get go to: www.performia.com

...and get results!

Performia Seminar Success Stories:

"This seminar was incredible! It has given me absolutely unique tools for hiring productive personnel for my company. I have learned how to really analyse and understand personality and its relationship to production, training and motivation. This will greatly increase our group's expansion."

"I will also use this information to help my existing staff so that we become a stronger team and each staff can develop his, or her, own skills further."

- **SL**

Executive Director International Company

"When using the Performia system, I have all the data I need to make the decision to employ the candidate or not and as a result of this, since using the system, the quality of the personnel we hire has increased considerably."

"Our company is very happy with our mutual collaboration and pleasant communication with Performia. I hope that more companies in our country start using Performia's online system and services."

- **GL**

Personnel Manager

For more testimonials, contact Performia
Australia on **1800 603 023**



**GET
EVERYONE
GOING!**



Performia International
www.performia.com