

High Performance



Developing People Across Australia

What is High Performance?

High Performance



Collaborating

We work creatively with our clients towards the intersection of our extensive experience and your desired outcomes. We share knowledge and build consensus. Collaboration requires leadership and communication – from you, from us.

From our team, we choose the consultant who is most appropriate for you. This consultant will take as much time as is necessary to listen, understand and collaborate with you and your team to create a program of impact and of endurance. We assess your learning priorities using many tools – Employee Engagement studies, management team meeting reviews, one to one diagnostics on leadership skills, management talents, communications styles and strategic and business planning. Because of this process, our recommendation will reflect your organisational priorities. Our many long-standing clients will attest that we deliver programs that are targeted, budget conscious and effective.

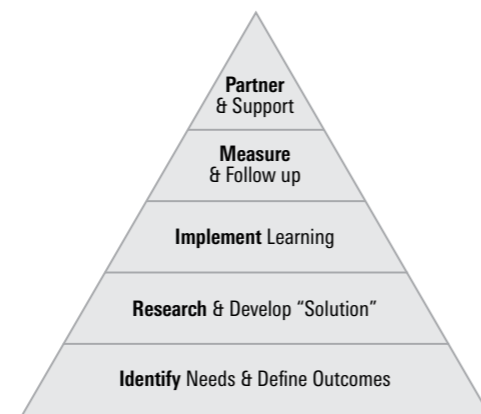
Our commitment is to take as much time as needed to get it right – to deliver outcomes not just training. Our solution is always customised to you.



Learning

Learning is about the transference of information into outcomes. The High Performance point of difference is that we continually measure performance in the workplace and reinvent our programs to what works. Often, we engage with managers to become coaches to their staff so new skills and behaviours are supported and part of the organisational language.

A learning solution could be one of, or a combination of short courses, customised programs, one-to-one coaching, facilitation, or external research. High Performance is strategically aligned with the Australian Institute of Management, and can offer nationally accredited courses and qualifications as part of a performance solution.



The High Performance Approach to Development

Our commitment is to blend our learning approach to align with your organisational culture – learning is measured by long-lasting success.



Achieving

Achieving is about results not training programs. Here are a few of our recent clients' achievements:

 **National Foods**
Executive Coaching - New Manager

Client went from no management experience to advanced leadership competencies recognised by the CEO as top national talent; personally and professionally managed operational issues to build a genuine "team".

 **Bonney Health Care Group**
Cultural Change Seminars – Whole Workforce

Workforce was disheartened and disengaged, 44 left the company in the year prior to our program. In the year since, only 2 have left. Quote from Sally McEvoy, Business Development Manager "I have been stopped by staff in the corridor, sharing with me... that we can get through anything together. They feel inspired and say they are excited about coming to work... United we stand! Very exciting times."

 **RBF Tasmania**
Communication Workshops – Whole Workforce

From staff conflicts within and between departments resulting in stress leave, communication improved dramatically and the silos separating departments reduced significantly. Senior Management praised the HR department and recognised increased performance and staff satisfaction. An internal staff satisfaction survey demonstrated a new awareness of flexibility and tolerance.



 **Quadrant Super**
Employee Engagement Survey – Whole Workforce

Rapid growth resulted in senior management team challenges, inter-department communication issues and staff satisfaction concerns. We designed staff survey tools and facilitated management's understanding of issues raised and assisted in formulating solutions. We returned 14 months later to re-survey, and reported dramatic improvements in communication, staff attitude and perceptions about management.

 **Financial Services Partners**
Succession Planning – Management Team

Directions Wealth Management faced the retirement of its CEO at a time of intense change in the firm and industry. We facilitated strategic planning sessions that set the vision of the future for the new leaders, and followed up to adjust and align strategy with operating actions. The firm has expanded and new operational management strategies implemented.

A return on your investment in quality people development is measurable, specific change. Let us help you empower your people to achieve.

Our commitment is to be a sustaining resource for your organisation. When you achieve your outcomes, we achieve ours.

Call us on 1300 759 313 for a complimentary, confidential discussion about High Performance for your organisation



Our Team

High Performance have worked with hundreds of organisational clients and are recognised as national leaders in learning and development. What sets High Performance apart is our passion for implementation. While we teach world best practice, a plan for either personal or organisational implementation is integral to all of our programs. Private industry, government, NGO and not for profit organisations have all benefited from the customised in-house workshops, executive coaching, short courses and business consulting services of the company.

Experience



High Performance commenced consulting, coaching and client workshops in Australia in 2002 using the proprietary concepts of its principal, **Andrew Reimer**, out of his work for 25 years with some of the top facilitators and institutions in the United States. He helps develop the in-house programs delivered by the company's consultants and personally leads many short courses and tailored programs as a facilitator and trainer for the firm. He specialises in Leadership programs, Strategy workshops, Manager development and Client relationship consulting.

Leadership



Christine Storm is a passionate consultant and an engaging trainer and facilitator with 30 years experience. She has designed and delivered training for Ashley Institute, Wilson Training, MEGT Training, Strive Training and Mission Australia as well as customised programs for Telstra Countrywide, Fonezone, Harris Scarfe, Bakers Delight, Beaurepaires and TOTE Tasmania.

Management



As a leader and manager in call centres for 16 years, **Susanne Rose** is a professional in leading, developing, and motivating staff. Believing the greatest asset of any business is people; Susanne has created and implemented successful training programs across diverse workforces, specialising in customer service, communication and teamwork.

Change



As a consultant focusing on cultural change and people management in Aged Care, Local Government and the private sector, **Annette Cusick** builds unique client partnerships. After 10 years of running safety, quality and new employee induction programs for a national manufacturing company, Annette specialises in developing whole workforce training plans. Annette actively engages participants with practical examples and real world learning activities.

Communications



Polly Venning has 25 years experience in customer service, facilitation, corporate education and project planning. As an experienced and capable consultant, she contributes thoughtful insight into learning and development programs. Her customer-focus and commitment to client outcomes builds deep client relationships that demonstrate the firm's customisation.