

Are your people your most valuable asset?

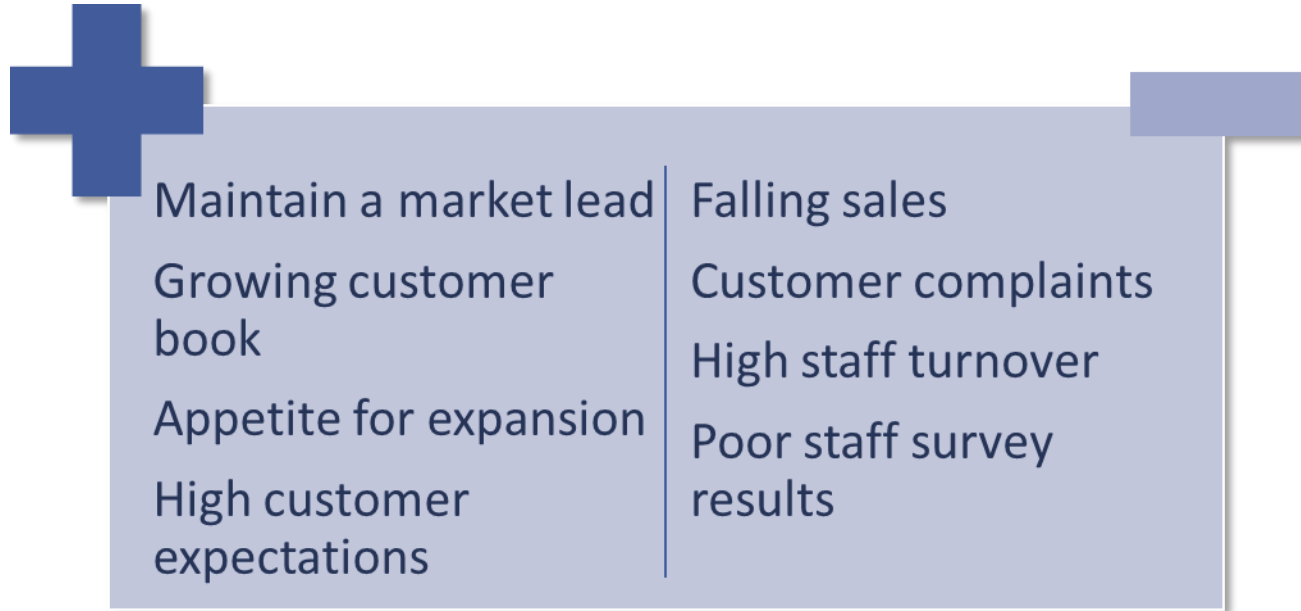
Would you like to make them more valuable?

ThinkingOn can help



The indicators

Sometimes there are clear indicators that an organisation* wants higher performance:



Maintain a market lead	Falling sales
Growing customer book	Customer complaints
Appetite for expansion	High staff turnover
High customer expectations	Poor staff survey results

Sometimes it's less tangible: "it feels a bit flat around here, where's the spark gone?"

But how can you generate higher performance quickly, cheaply and sustainably?

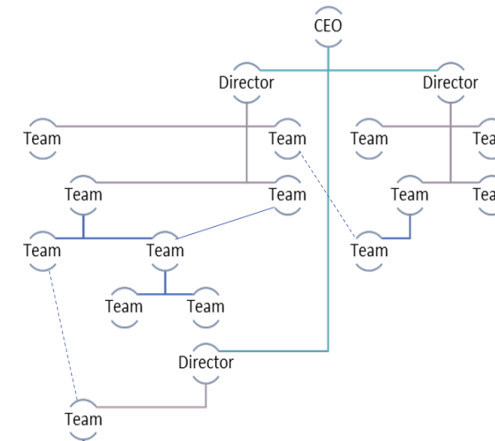
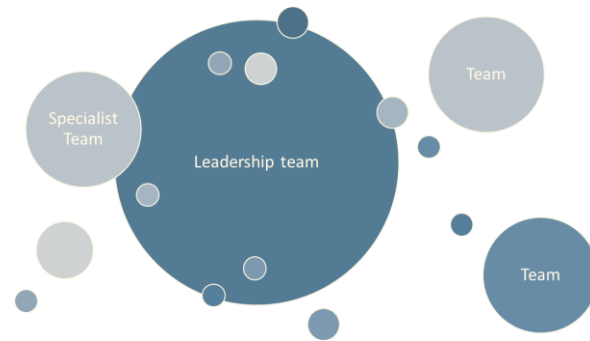
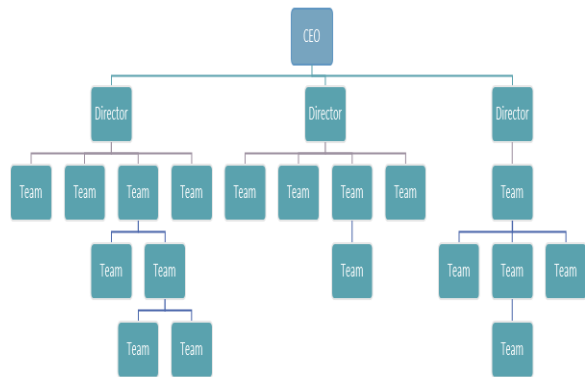


* An 'organisation' may be of any size: a multinational, a company, a region, a department, etc

Performance built on performance

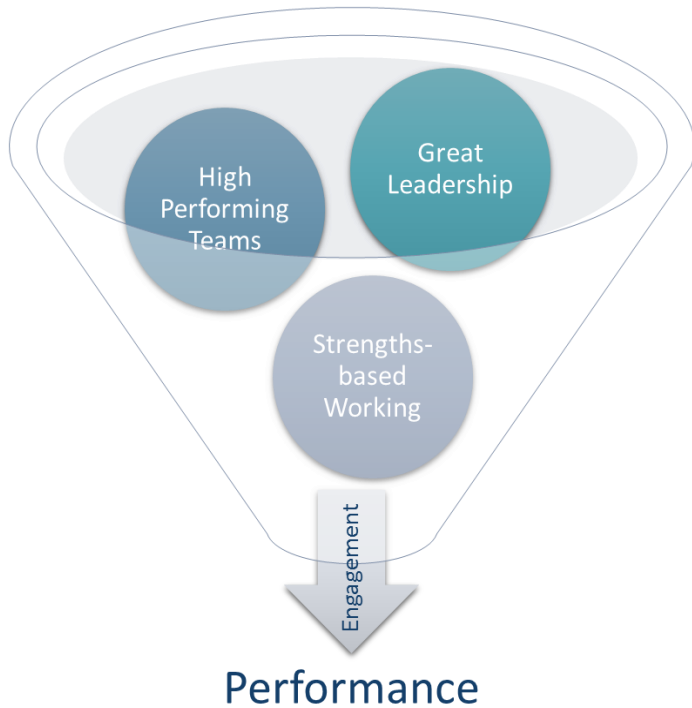
To generate high performance quickly, cheaply and sustainably, look to get the most from your existing resources. Start with your people.

Whatever the structure or set up, the success of an organisation depends on the performance of individuals. Increasing individual performance generates increased collective performance.



Three ingredients for high performance

A key determinant of an individual's performance is their level of engagement.



High employee engagement is a product of 3 things:

- Being led well
- Working in an effective, high performing environment (typically a team)
- Individuals playing to their strengths

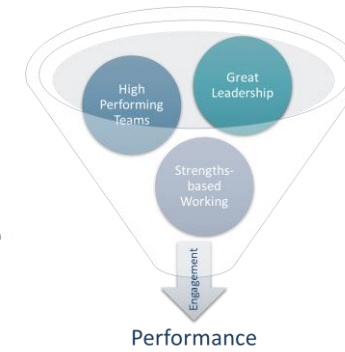
When all three work in concert they generate sustainable high individual performance which is harnessed to create organisational success.

ThinkingOn are specialists in developing these three areas.



A taster

As a taster of what ThinkingOn can do for you, here are some topics we deliver, which comprise each ingredient.



Great Leadership

Leading change
Authentic leadership
Motivational leadership

The Engaging Leader
Needs of followers
The coaching manager

Bridging the strategy-execution gap
Leading high performing teams

High Performing Teams

Our '4P Programme' develops high performance in teams through enhancing collaboration, ownership and trust. Key outputs include: a clear purpose, aligned priorities, effective practices for team working (e.g. decision-making, dealing with conflict), and strong relationships which maximise the team's strengths.

Strengths-based Working

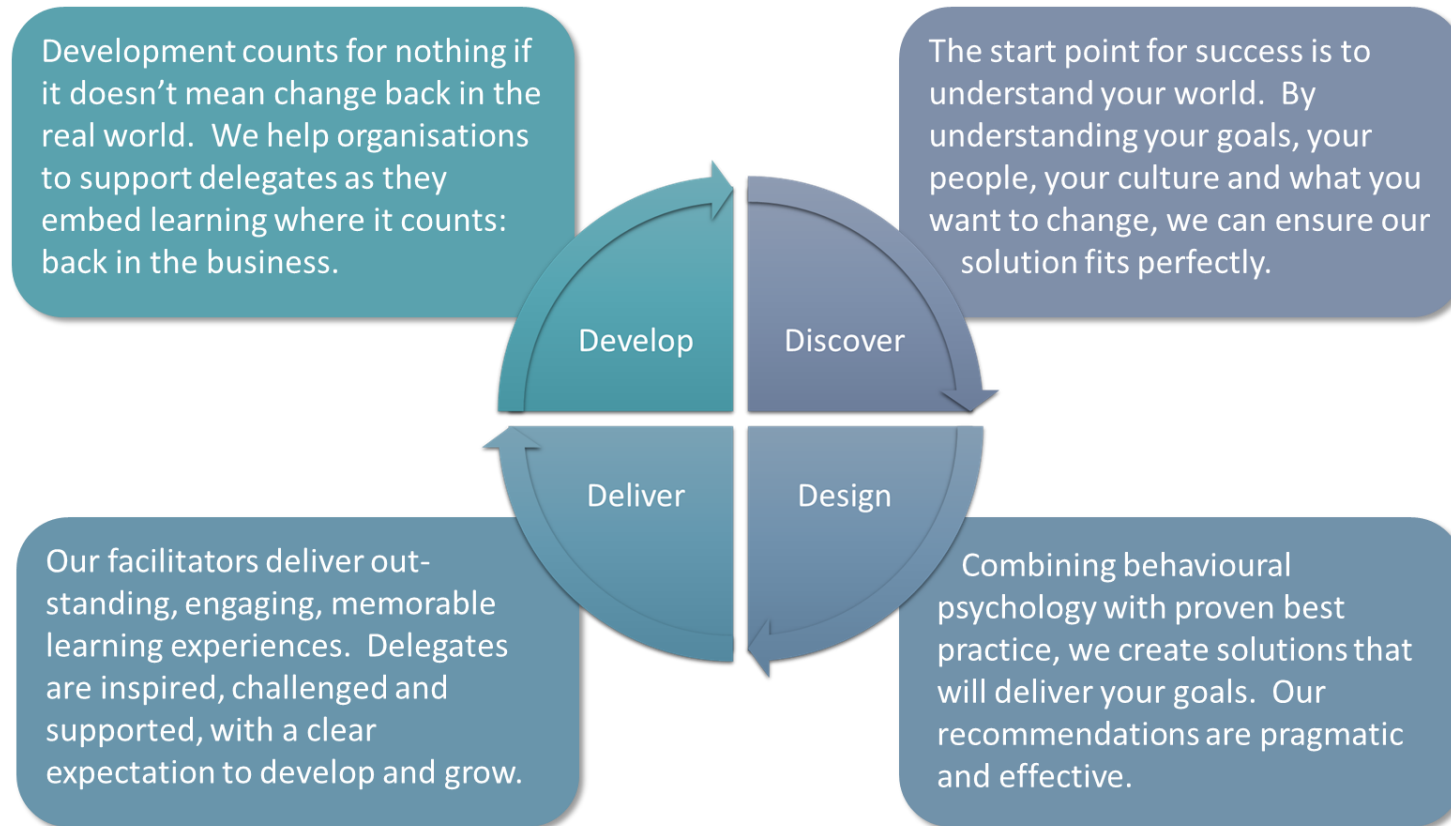
What are strengths?
Identifying and using my strengths
Strengths coaching

Leveraging team strengths
Strengths-based appraisal
Strengths and preferences

This really is only a sample! The perfect recipe is about blending ingredients.

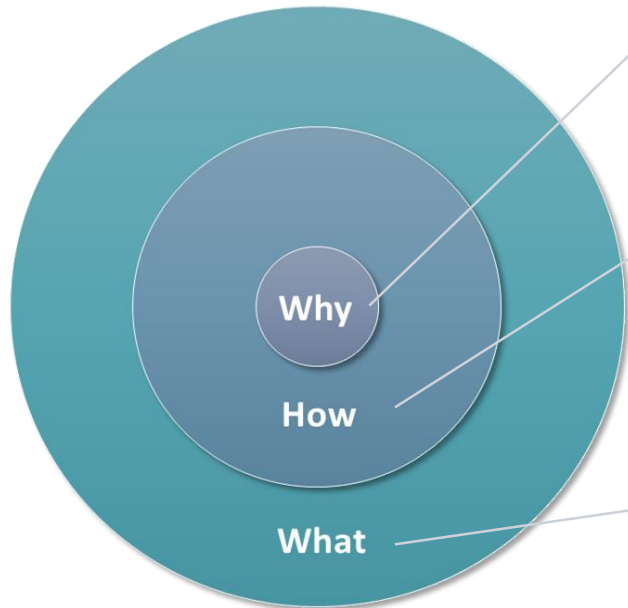
The perfect recipe

No company or situation is identical, so no solution is identical. The better we understand your situation, the better we can perfect the recipe. Here's how we do it:



And, since “the proof of the pudding is in the eating” – we believe in measuring the change in performance so you can see the return on your investment.

ThinkingOn in nutshell



Why: We believe that great company performance does not have to come at the cost of staff. Valued, motivated and well led staff are more engaged and perform better, so this is where we focus.

How: We recognise that clients want practical, adaptable solutions that meet the needs of the modern, changing world. Our expertise lies in weaving behavioural psychology theory with proven best practice, to create effective real-world solutions.

What: ThinkingOn specialises in the three precursors of employee engagement: developing leaders, elevating team performance and working with strengths. We put years of experience, original insight and engaging ideas at your disposal.

Contact us

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