



## THE EXTRAORDINARY PERFORMER



*An internationally recognised, **strengths-based** development program for individual contributors*

### DESCRIPTION

The ability to make important contributions is within most people's grasp. Aspiring to be truly extraordinary can result in tremendous gains in productivity for the organisation and can also create new potential career opportunities.

By utilising concrete feedback and implementing a unique, non-linear approach to development planning, participants learn to solidify action plans focused on immediate results and longer-term growth. They learn to understand how to take charge of their careers and their own long-term performance, while making a profound short-term difference in their organisations' results.

Built on empirical research of the behaviours that differentiate great performers, The Extraordinary Performer program provides the motivation and tools for employees of all skill levels to increase their ability to contribute.

### FORMAT

A one-day, interactive, instructor-led learning experience that includes a pre-workshop multi-rater assessment, and a career planning process.

### TARGET GROUP

This workshop will help any individual contributor in an organisation. It may successfully be delivered to intact

work teams, to individuals gathered from different parts of an organisation, or a combination of both.

### LEARNING OUTCOMES

- Understand the factors that drive extraordinary job performance and create personal career satisfaction.
- See how individual careers follow a progression of stages that allow people to contribute in different ways over time.
- Learn how organisations' expectations of high performance change as individuals grow in their careers.
- Assess own current stage of career development.
- Learn about 16 differentiating competencies that distinguish the highest performing individuals from the rest.
- Analyse own multi-rater feedback, focusing on understanding identified strengths and potential fatal flaws.
- Apply the unique 'non-linear' development process to increase their on-the-job effectiveness, impact, and personal career satisfaction.
- Create a customised, individual development plan to help them make extraordinary contributions and move forward in their careers.
- Receive peer feedback and coaching around their plans in preparation for development discussions with their managers.

**HELPING GOOD EMPLOYEES BECOME GREAT PERFORMERS**

By the end of the workshop, each participant will have a clear picture of how their performance is currently perceived and what they can do to increase their contribution.

## WORKSHOP OUTLINE

Module 1: Extraordinary Performance

Module 2: The Stages of Contribution

Module 3: Profound Strengths and Fatal Flaws

Module 4: Building on Your Strengths

Module 5: Putting it All Together

Module 6: Workshop Summary

## BENEFITS

### 1. Linked to The Extraordinary Leader

Using much of the same research, terminology, and development approach found in the Extraordinary Leader program, people at all levels of the organisation are offered a parallel experience.

### 2. Performance and career enhancing

Program framework addresses how to improve current contributions and performance, and create a successful career.

### 3. Data-driven

Empirical data demonstrates and quantifies the links between personal effectiveness and the impact that has on the organisation's overall results.

### 4. Validated starting point

Baseline 360's and normative comparisons are provided to each participant and aggregated results to entire teams letting every person and every team know how their contributions are perceived and how far they have to go.

### 5. Structured process

A complete assessment and development planning process with a well-researched competency model is provided to help participants prioritise their development needs.

### 6. Positive experience

Focusing on building strengths is individually and organisationally a much more positive, motivating experience.

### 7. Clear path

The 360 assessment PLUS an actionable process to follow leaves participants with a clear roadmap and the tools needed to become extraordinary.

### 8. Results-focused

Higher performance expectations are communicated and participants learn why settling for "good" performance isn't good enough for them or the organisation.

### 9. Sets high bar

Our feedback reports provide 90<sup>th</sup> and 75<sup>th</sup> percentile norms that let individuals compare themselves to the best.

### 10. Great follow-up program

Organisations are given a positive, structured development experience and follow-up process.

## MATERIALS

Each participant will receive:

- Their Extraordinary Performer feedback report.
- The Extraordinary Performer Participant Manual and Competency Companion Development Guide.

The Extraordinary Performer workshop, materials, and 360 multi-rater can easily be customised. Most custom versions are designed to meet two types of organisational needs: to map to an organisation's existing competency model; and/or to provide flexible delivery options.

## LET'S CONNECT

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**TAKE CHARGE OF YOUR FUTURE – INCREASE YOUR VALUE AND CONTRIBUTION BY LEVERAGING YOUR STRENGTHS**