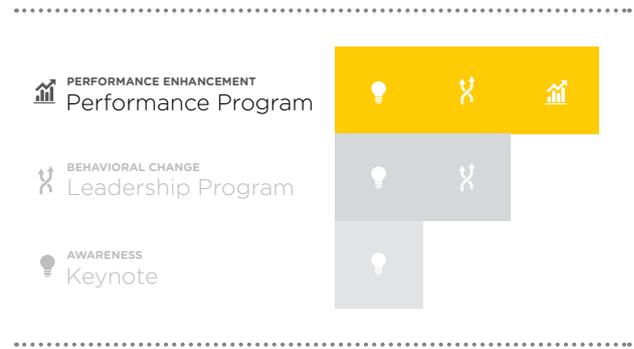


Multipliers Performance Program

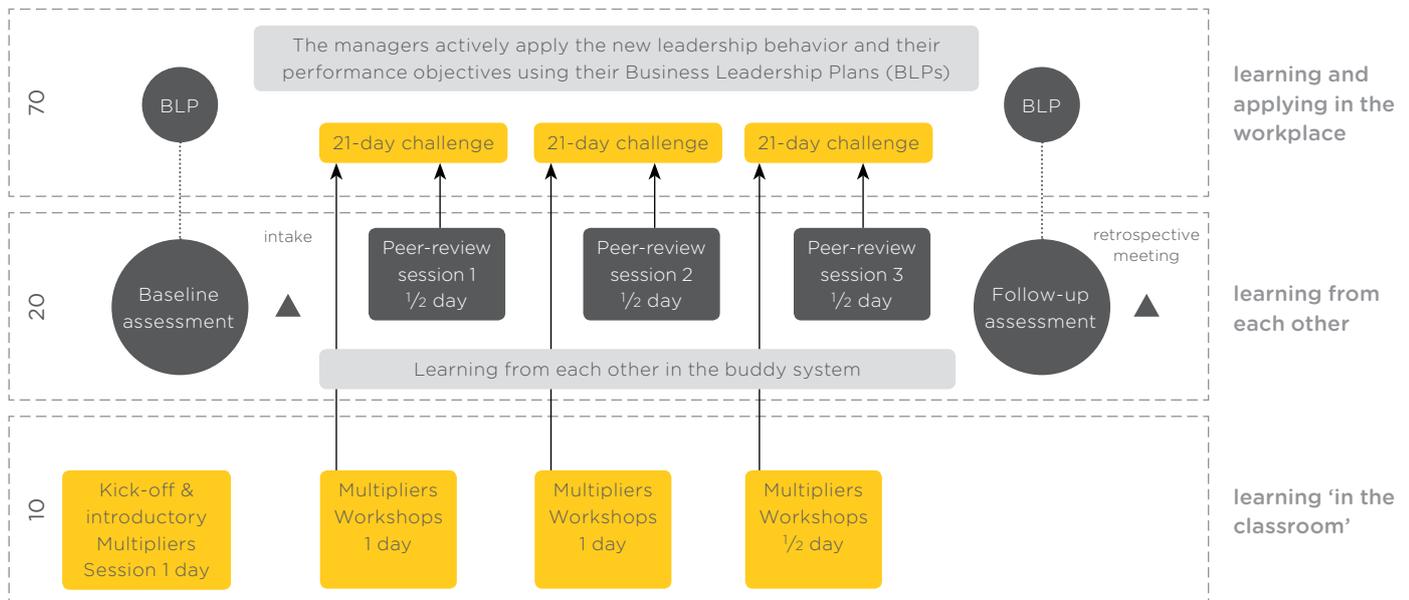
Achieve demonstrable performance improvement by linking the development of Multipliers leadership behavior to the Business KPIs.

In the Multipliers Performance Program, the focus is on improving business results. This starts with the strategy, business objectives and leadership behavior within the organization itself, rather than imposing a separate language and approach from 'outside'.

Participants embark on an intensive six-month program, in which leaders work actively to develop their leadership



behavior using the Multipliers approach. This approach teaches leaders how to utilize the capacities of the team more effectively. Linking the development of this leadership behavior directly to the business challenges and KPIs, and focusing on this throughout the program, means that learning and performance are effectively combined. The Multipliers Performance Program focuses on the collective intelligence and the accountability of the entire team. In addition to Multipliers workshops, this program also includes personal supervision, learning from each other and powerful group peer-learning sessions. Throughout the program, the managers of the participants are accountable for providing active supervision and support.



Program duration 6 months

STRUCTURE OF MULTIPLIERS PERFORMANCE PROGRAM

Kick-off & Multipliers introduction

Besides getting to know each other and an explanation of the program, the main focus will be on introducing the Multipliers approach. Participants experience what Multipliers behavior involves and the effect it has on teams and organizations. They become aware of their own Multiplying and Diminishing traits and the deeper (subconscious) drives that guide their behavior.

Assessments & Business Leadership Plan

Leadership behavior development and performance improvement are measured using a baseline and follow-up measurement. These are done at the start and the end of the program.

Behavior development is measured using a 360° assessment, and performance improvement is measured using the personal Business Leadership Plan (BPL), in which each participant included his or her KPIs.

Intake and retrospective assessment

The intake and retrospective assessments mark the start and end of the individual development and improvement process.

During the intake assessment, the participants, their manager and the Multipliers trainer determine the individual focus of the program based on their personal BPL. During the retrospective assessment, which involves the same parties as the initial assessment, development and progress in terms of behavioral and performance improvement are evaluated.

Multipliers Workshops & 21-day challenges

During the Multipliers Workshops we explore in depth the five leadership disciplines: Manage talent, Create work climate, Set directions, Make decisions and Deliver results. For each leadership discipline, we focus on the associated Multipliers behavioral traits and shortcomings and participants receive concrete guidance on how to apply the specific Multipliers behavior. After each workshop, participants are given concrete business assignments to put the behavior learned into practice: the 21-day challenges.

Peer-review sessions

The peer-review sessions focus on reflecting upon the business KPIs. Participants use powerful work formats to reflect on their business challenges together. Their collective intelligence is utilized to achieve breakthroughs in established patterns and share new insights and perspectives with each other. This is then linked to how the learned Multipliers behavior can be effectively applied in day-to-day practice.

Buddy learning

Participants pair up to provide support to each other throughout the program. Buddy learning is based on sharing responsibility for the results. In other words: the buddy is jointly responsible for the development success of their colleague.

RESULTS?

- Demonstrable improvement of Business Results by linking the development of leadership behavior to the business challenges and KPIs.
- On average the manager's behavioral level increases by some 13-15%. The impact on the organization (based on the pre-determined KPIs) increases by an average of 30%.
- Application in practice: participants focus on day-to-day organizational and business issues that form a running theme throughout the program.
- Improved understanding of subconscious drives that lie at the heart of ineffective behavior, enabling genuine behavioral change to come from within.

Would you like to focus more specifically on your organization and explore how the Multipliers Leadership Program can be effectively applied in it?

We will be happy to tell you more.

Want to know more?

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