

BENNETT PERFORMANCE GROUP

Experts at Building Inspiring Organizations

About Bennett Performance Group

Founded in 1997, we offer services to invigorate people within organizations so they become more responsible, productive and creative. We partner with leaders to build inspiration into the fabric of organizations in order to achieve critical goals like growth, innovation, and profitability.

Most of our work is project-driven, over a given time period, although we can also provide our offerings as singular services as well.

Inspiration as a Strategy

No matter what your organization is trying to achieve, it will be done by people. You'll need a strategy to inspire people to bring everything they've got to bear on the task at hand. Without an inspiration strategy you've missed perhaps the most critical element for achievement.

While we've all been adapting to the radical changes of the last few years, a shift in energy and attitude has invisibly crept into our lives. Chronic, low-grade fear has become a silent influence over our daily activities.

Inspiration should be a strategy you build into everything you do to:

Remove frustrating obstacles that prevent employees from bringing all of their abilities – skills, talents, and energy to work.

Unlock the passion within employees so they routinely make innovations, treat customers with exceptional care, go the extra mile, radiate a positive attitude, and take personal responsibility for productivity, profitability and, in general, the organization's overall performance – making decisions in alignment with your strategies.

Develop managers and leaders who apply inspiration to everything they do.

Kick customer relationships up a notch, so they choose to do business with your organization for reasons beyond the price of your goods and services.

Fuel community support by partnering to address the community's economic, social, and environmental well-being.

Align interests so stakeholders understand that long-term, sustainable success comes from the human foundation of your organization, and that an organization offering products and services that enhance the quality of life for everyone involved in their delivery will invent, adapt, and endure.

According to a Gallup Poll six-year survey (1995-2001) of over 3 million people, **70% consider themselves not inspired - only 30% as inspired**. Gallup also found that organizations with inspiration levels in the top half show on average:

- 56 percent higher success rate on customer metrics (loyalty)
- 44 percent higher success rate on employee retention
- 50 percent higher success rate on productivity
- 33 percent higher success rate on profitability
- 50 percent higher success rate on safety

Services

Assessment We gather data, then synthesize it and reflect it back to you in the most user-friendly way you'll ever experience – in the form of a beautiful graphic that enables everyone to understand the organizational dynamics at play in your system. The result? An instantaneous, simultaneous “A-ha!” from everyone in your organization. Participants see the part they play in creating and maintaining the culture they work in. No longer will they be able to place blame on anyone else. They take ownership and claim responsibility for the organization's performance. Most of our clients put this graphic on display inside their organization as a symbol of shared understanding and inspiration.

Design Use our experience and expertise to design:

- Organizational/Board/Team structures
- Communication strategies
- Processes to gain understanding and commitment from employees for new initiatives
- Retreats
- Culture change processes
- Leadership development
- Teambuilding processes
- Personal mastery processes, and many more

Consulting We've been trusted advisors to many leaders over the years. You benefit by working with consultants who bring critical expertise in competencies most organizations don't possess. If you believe that the people in your organization possess knowledge, skills, creativity and passion that isn't being expressed, let us advise you about the many facets of unleashing human potential.

Facilitation Let us guide you to really get things done. Using our design skills we work with you to create the structure for accomplishing results. Then, using our facilitation skills we...

- ... keep you on track
- ... ensure balance in participation
- ... honor varying behavioral styles
- ... cut through confusion to deal with core issues
- ... synthesize data and input to expose emerging new ideas
- ... use conflict as a source of creativity
- ... build connection and trust

Workshops Our workshops are just that – **workshops**. We help people develop new ways of thinking and acting in the context of real-life work issues. Actual work is completed as learning takes place, which allows new ways of thinking and acting to be integrated into real situations – no role plays or case studies. The challenge with most workshops is that they occur outside the context of what really goes on in daily work life.

Coaching We are highly trained and experienced at enabling others to access more of their own greatness. Our coaching is built on creating greater self-awareness and personal responsibility. We believe in the inherent perfection of all people and want to help people better understand their own thinking and behavior.

Keynote Presentations We share what we learn from our consulting projects through writing and keynote speaking. We're known for being authentic and establishing rapport quickly, which enables people to trust and open up to new ways of thinking.