

Some Scenarios We Can Help You With

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 the task at hand. If you don't have an inspiration strategy you've missed perhaps the most critical element for achievement.

Here's a sample list of the kinds of issues we work on:

Moving from Surviving to Thriving

If you've had to make difficult decisions like cutting pay, staff, and benefits - or reorganizing, closing operations, and sending jobs out of the country - then fear has been an invisible by-product. ***Bennett Performance Group works with leaders to RESTORE VITALITY to organizations impacted by difficult challenges.***

Breaking Through Plateaus

Hovering around the same levels of performance for a while now? ***Bennett Performance Group enables leaders to CLEARLY SEE LIMITATIONS TO GROWTH and DEVELOP METHODS AND SYSTEMS for moving to a higher level of performance.***

Integrating Cultures

Why do 75% of mergers and acquisitions fail to deliver the expected results? Culture clashes and the inability to integrate cultures successfully. This happens because culture influences performance tremendously, yet it is invisible. ***Bennett Performance Group makes the invisible, visible so that it can be managed. We IDENTIFY POTENTIAL ISSUES PRIOR TO MERGERS AND ACQUISITIONS and also FACILITATE SUCCESSFUL CULTURE INTEGRATION.***

Preparing for Growth

You're ready to grow or already growing and you know the organization must change to be able to handle new opportunities. ***Bennett Performance Group works with leaders to SHIFT MINDSETS and CREATE STRUCTURES that will enable growth.***

Building a New Model of Success

For those leaders who know times have changed, and so have people's values, a new model of success is emerging. The new model is built on the organization being the vehicle for achieving *meaningful results* for customers, employees, vendors, shareholders, communities and the environment. ***Bennett Performance Group works with leaders to TRANSFORM AND BUILD NEW, INSPIRING ORGANIZATIONS.***

Examples of Results

Here are some brief descriptions of projects we've worked on using inspiration as a central foundation for the overall strategy.

We helped the service division of a major high-tech hardware and software developer move from being a **cost center to a profit center**, resulting in an average of **19% annual growth** over a five year period, by **changing their culture from being transaction-driven to being partnership-driven**.

We helped a major electronics manufacturer take a **poor performing silicon wafer manufacturing plant** from **15th out of 15 plants to number one**, through a culture assessment that helped everyone in the organization see the system they collectively created and maintained. We then helped them **shape the kind of culture they desired and develop widespread personal responsibility** for bringing it to life by working with middle managers to develop their coaching abilities.

We led a process in a sales organization that brought sales and marketing people together across multiple product and service lines so they could **work together to develop comprehensive solutions, resulting in contracts that brought in 15% higher revenue and complete elimination of customer confusion and complaints** about being approached by too many salespeople from the same organization.

Working with a government organization we helped them **reduce human resource complaints from 3-4 per day to a total of only 2** during the entire first 8 weeks of our project. By the conclusion of the project, **turnover had fallen from 56% to 18%**. This was accomplished by conducting a culture assessment to make their culture visible, which led to the realization of personal responsibility by all members of the organization.

In a major defense contractor's purchasing department **scores rose a total of 89% in nine critical areas of employee performance – an average of 10% in each area**. We facilitated sessions to enable employees to understand the **purpose of the organization** and **align their personal goals** around that purpose. We also facilitated meetings across organizational boundaries, which resulted in previously "silo-ed" groups to begin **working together**.

Contact us to learn more about these projects through our case studies.