

High Performer Programme

If you want the High Performers (HiPos) inside your organisation to keep exceeding expectations, to continue growing your business and, critically, to remain loyal, it's essential to invest in their learning and development.

Fascinating research reveals that High Performers drive 400% more productivity and are 91% more valuable than average performers.

This Programme has been carefully designed to stretch and challenge your HiPos. Taught by experts, with decades of Senior and Board Level expertise, this Programme delivers intense, targeted and energising training designed to develop your HiPos into the future leaders of your business.



Who

High Performers who consistently deliver outstanding work



Format

Face-to-face workshops
Virtual training
Team Global challenge
Self-study



Duration

6 month Programme
50+ hours contact time

Our Solution

Our six month HiPo Programme explores six key topics:

1

Self-leadership

- Grow self awareness and self-insight through 360 feedback and personality profiling
- Identify leadership and communication preferences
- Adapt communication style to interact more effectively with other people

2

Strategic thinking & actions

- Increase and flex strategic awareness
- Understand how your role contributes to achievement of global strategy
- Use structured processes to lead groups and deliver strategic meetings

3

Creating value

- Create a value proposition
- Differentiate business solutions from those of competitors
- Integrate and align business functions appropriately

4

Decision making

- Improve critical thinking skills
- Take into account financial, people and business impact to make informed decisions quickly

5

Leading change

- Principles of managing change and the leader's role
- Implement a change plan and deal with resistance to change
- Foster a mindset of agility and adaptability

6

Influence and empower others

- Resourcing and mobilising people
- Leading renewal
- Building trust and credibility

Programme Objectives

This Programme will equip your HiPos with the skills they need to become inspiring, impactful & influential leaders. As a result of attending this training, participants will be able to:

○ Build self-insight

Increase self-awareness by exploring the results of 360 feedback and personality profiling

○ Enable high performance through others

Foster essential leadership qualities that inspire teams, promote collaboration and enhance decision-making

○ Elevate Performance

Learn cutting-edge strategies to maximise performance and drive impactful results

○ Nurture strategic thinking

Apply skills to analyse complex scenarios, anticipate trends and take complex decisions

○ Enhance adaptability

Develop agility to navigate change effectively and lead resilient teams



Team Task: Global business challenge

Our HiPo Programme includes a carefully selected global business challenge which participants are expected to collaborate on and resolve. Working in teams of four, participants will have 6 weeks to brainstorm, research, identify and present their solution. The team with the most creative and daring strategy (yet rooted in strong facts and logic) will win.

Key Benefits of the Programme

- This programme can be tailored to fit the specific and unique needs of your organisation
- Complete learning journey that covers all aspects of HiPo development
- Can be run in multiple languages via our global network of expert trainers
- Focused on practical application and real situations
- Learning cascades through HiPos' teams into wider organisation
- Builds a culture which prioritises results and achieves success through relationships and innovation

The Learning Journey

As experts in the science of learning, we've carefully designed our High Performer Programme to ensure the most interactive, engaging and insightful learning experience. Led by our expert trainers, a typical programme lasts six months and includes six intensive face-to-face days, a global business challenge, one-to-one coaching, virtual workshops and self-study.

Preparation	Virtual Kick Off	Coaching	Face-to-Face	Virtual Workshops	Face-to-Face	Coaching	Virtual Follow Up
• 360 Assessment • Reflect on leadership journey • Read assigned material	• Introduction • Orientation • Sharing of objectives • Course expectation and ways of working	• 360 assessment feedback • Identification of personal goals for Programme	• Self Leadership • Strategic Thinking and Actions • Value creation • Introduce global challenge	Sessions include: • Communicate change • Influencing skills • Managing difficult conversations	• Present global challenge solutions • Decision making • Lead change • Empower others	• Reflect on learnings • Identify key development priorities • Create a personal action plan	• Wrap up of Programme • Actions and next steps
4 weeks	1 hour	90 mins	3 days	3 hours each	3 days	90 mins	1 hour

Why Train with us?

Our customers tell us that we are different and that working with us is different too. Here's what sets us apart:

- **We customise all our solutions:** We pride ourselves on developing fully tailored solutions for each and every client
- **We have global expertise:** Our specialism is rolling out global Programmes in 20+ languages
- **We are dedicated to changing behaviour:** Our solutions are not about delivering content, our aim is to change behaviour so that your people behave differently & improve performance
- **We are transparent and open:** We're good at building long-term client relationships because we are friendly, approachable and have a transparent approach to pricing.



People
Development
Specialists

Business Linked Teams is a global people development company headed by Samantha Caine, FCIPD. We empower development and enhance capability through bespoke learning solutions and carefully curated change initiatives.



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