

THE OAKRIDGE hpod™ PROGRAMME

hpod™

high performing organisation development

high

performing

organisation

development



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TRAINING AND CONSULTING



high performing organisation development

WHAT MAKES A HIGH PERFORMANCE ORGANISATION?

High performance organisations are made up of high performing people. Great leaders alone are not enough. Great managers are not enough. Great employees are not enough. For an organisation to become and remain truly high performing, everyone within it must be a high performer.

The first requirement for high performance is motivation; the second is knowledge/skill and the third is empowerment. Oakridge's hpod™ programme systematically addresses all of these, helping your organisation to become truly high performing. hpod™ is most powerful when delivered across the whole organisation; however, it can be adapted for a department or a single team. We will agree performance measures before we begin.

STAGE 1

EVERYONE

MANAGING YOUR SELF –
PERSONAL IMPACT AND
INFLUENCE

STAGE 2

LEADERS

LEADING AND MANAGING
STRATEGICALLY.
ONE-TO-ONE COACHING

STAGE 3

EACH TEAM WITH LEADER

BUILDING THE TEAM AND
ITS STRATEGY

STAGE 4

ANYONE

DEVELOP REQUIRED
SKILLS – FROM CUSTOMER
SERVICE TO CREATIVE
PROBLEM SOLVING

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THE FOUR STAGE PROCESS

STAGE 1

For people to work together effectively they need to understand themselves and others. People need to take personal responsibility for themselves and their behaviours, handling conflict assertively and treating people with respect. People need the confidence and courage to challenge, the awareness and acceptance to embrace difference. This stage brings groups of people together in 'diagonal slices' of up to 12, for two

consecutive days and a third day 4 weeks later. Everyone develops action plans. Professional actors are employed to ensure learning is linked to everyday experience. The power comes from trainers' use of real life examples and the teaching of a common language that people will use to raise and resolve issues. The result is increased energy, aligned and focused on enhancing performance across your organisation.

STAGE 2

Everyone with a leadership role needs to regularly review their impact as a leader and a manager. Prior to attendance at a two-day event each leader receives 360° feedback. The two-day event introduces leading edge research and models, and encourages your leaders to apply these to their practical day-to-day experiences in the workplace. They will distinguish between manager and leader behaviours and consider the balance of these in the way they perform in their roles. Action plans from Stage 1 are enhanced. Each leader then receives one-to-one professional coaching

(up to 6 sessions), aimed at addressing the development areas identified by themselves and through the 360° feedback. The coach may employ other tools, such as emotional intelligence questionnaires, depending on the leader's development needs. The 360° feedback is repeated at an appropriate time to facilitate before and after comparisons and contribute to evaluation data. Or as an alternative, a follow up day with their peer group – where the focus will be on peer to peer feedback focusing on the themes of *Leadership, Change and Influencing*.

STAGE 3

When leaders and their team members have independently experienced Stage 1, and leaders have embarked on Stage 2, each leader joins their team for a two-day event. Stages 1 and 2 ensure appropriate team and leader behaviours. This event's purpose is to strengthen the team, facilitate self-evaluation, share

individual feedback using a safe structured process, create a team development plan and develop a strategy for high performance aligned to the organisation's strategic objectives. The team agrees success measures, together with a review and monitoring process.

STAGE 4

Each individual now has a development plan. This stage consists of an agreed portfolio of knowledge and skills modules, for people to select from according to their needs. Some, you may already have in place and some,

Oakridge will deliver. They will be short and sharp, supported by internal coaching as required. Some may be provided or supported through e-learning.



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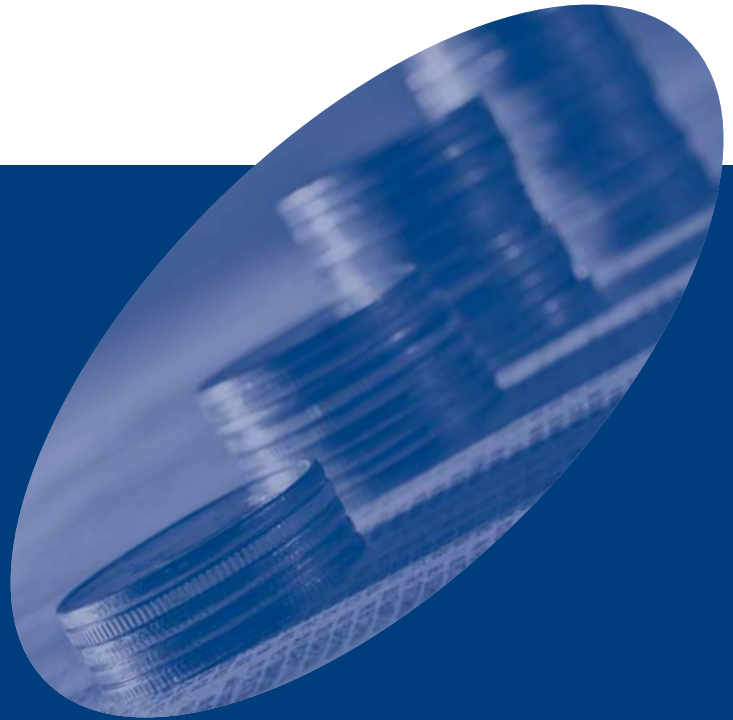
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RETURN ON INVESTMENT

By investing in hpod™, applying evaluation measures and reporting progress, the increase in your team's or organisation's performance will far exceed your investment in the programme. Oakridge will work with you to measure the extent of this return on your investment.

"In all my years of gainful employment, I do not think I have ever seen a training programme produce the results of this one, it is quite remarkable. Several of those who went on the course although able and very experienced were very set in their ways. If I had not seen the change in their behaviour with my own eyes I wouldn't have believed it was possible."

Philip Waring
Factory Manager
Van Leer



achieving more together

Institute of Leadership
and Management (ILM)
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INVESTOR IN PEOPLE

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