

Performance Management



A NEW, PROVEN WAY to Reliably Activate Performance.

THE ELUSIVE PATH TO MORE PERFORMANCE IS FINALLY HERE.

It's the question businesses have been asking as long as they've had a workforce: how can we get more performance from our teams and people?

But as long as we have attempted to solve for this by introducing theoretical HR processes and "Talent" tools designed to drive efficiency for HR, we haven't delivered value to real people doing real work in the real world. We have been on a mission to figure this out for decades, yet a concrete solution has evaded us. We know it is possible to elevate the way people are performing day in and day out, but haven't been able to make an impact to create the elevation we desire. **Until now.**

WELCOME TO STANDOUT: PERFORMANCE MANAGEMENT.

StandOut is the cutting-edge Talent Activation solution based on 25 years of research from Marcus Buckingham, one of the world's foremost researchers on what the world's best leaders do differently.

StandOut: Performance Management is the pathway of StandOut that focuses on measuring and accelerating performance, unleashing the hidden productivity potential of your leaders and teams.

STANDOUT UNLOCKS THE TWO KEY COMPONENTS OF TRUE PERFORMANCE.

To most effectively pinpoint and advance your performance standards, StandOut decouples performance measurement from performance acceleration. Where most other Talent Management systems wrongly bundle these two components together (which creates poor results for each), StandOut provides truer insight and actionability to team leaders by solving for each separately.

Getting more performance doesn't require a complex process; it requires a smarter way of doing complex work.

Pulling apart these two dimensions of performance means moving beyond simply managing talent, to actually **activating** it.

Performance Measurement: How to Reliably Reveal It.

- Performance Measurement allows organizations to reliably measure what their individual teams and team leaders are actually doing well.

Performance Acceleration: How to Reliably Get More of It.

- Performance Acceleration then takes that deep visibility and equips team leaders with tools to take meaningful action.

PUT CONTROL OF PERFORMANCE WHERE RESEARCH PROVES IT MATTERS MOST: THE TEAM LEADER.

StandOut reverse engineers what the best team leaders do and reliably measures success.

With StandOut: Performance Management, leaders and HR managers finally get a simple, unified solution to see deeper into the strengths of their people and the work they do, leading to tangible performance improvement. Smart team insights, paired with easy access to personalized guidance, help team leaders consistently focus each team member on doing more of his or her best work.

StandOut: Performance Management uses what research proves are the most impactful areas for leaders and teams to focus on:



- **KNOW** StandOut helps team leaders easily identify, map, and deep dive into the uniqueness of the individuals on their teams and the strengths that are delivering results.



- **FOCUS** StandOut brings leaders the most critical element of driving productive behaviors – regular, quick, individualized moments of focus on what needs attention, when it needs attention.



- **ENGAGE** StandOut delivers a proprietary, proven method to engage leaders and teams toward breakthrough levels of growth and productivity.

Personalized Guidance Built In StandOut delivers personalized coaching based on what the world's best leaders do, seamlessly integrated into the real work your leaders are already doing. Add additional insight any time with extra coaching to accelerate action.

StandOut is a new breed of Talent solution designed to activate the hidden potential of your workforce.

It's not a mystery any more — welcome to the future of performance, today.

Contact us to learn more about StandOut and see how you can activate talent at every level of your organization.

Call 323.302.9801 or email info@tmbc.com