PERFORMANCE ACCELERATOR

Performance Consulting

METHODOLOGY OVERVIEW
Accelerate performance and improve results by increasing alignment, cohesion, engagement, and accountability.
A proven methodology for rapidly accelerating performance and achieving breakthrough results in complex environments.

Performance Accelerator is Oxford Leadership™'s methodology for generating breakthrough results within a short time. It is a proven way of aligning key players and building a high-performing team. Teams focus on co-creating solutions to one single, critical business issue that will have the greatest impact on short-term performance.

For more information about Oxford Leadership or to get in touch, visit us at: www.oxordleadership.com
OXFORD LEADERSHIP™

Performance Accelerator Methodology

FOCUS
» Define the breakthrough point
» Focus on the critical business issue
» Create a shared vision of success
» Develop a coherent strategy to win

CAPABILITY
» Rapid decisions
» Aligned resources
» Calibrated targets
» Response-ability

WILL
» Fierce resolve to win
» Absolute personal responsibility
» Relentless execution
» Create a no-excuse zone

Focus and align the management team on the critical strategic point for business breakthrough

» Change the next level of leaders in an intense 2-3 day syndicate for breakthrough execution

» Align the key actors to solve critical problems and produce a 90-day action plan

» Create space by unloading pet projects and programmes

» Define solutions and make decisions ‘on-the-spot’

» Relentless monitoring, checkpoints and reporting back to decision makers

“Very well done, the process of getting the three most important things for the subcategory of the syndicate was thorough. Total buy-in.”

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### Performance Accelerator Method

**See the Whole Picture**
Interrogate reality. What’s really going on? What are the key facts and data points? What haven’t we seen before?

**Discover the Right Question**
What’s the critical factor that holds the key to all others? What is the question we need to answer?

**Describe Breakthrough**
What is our vision of success? What could breakthrough look like in the next 3-6 months? Describe it in concrete terms.

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<tr>
<th>PRE-WORK</th>
<th>WORKSHOP</th>
<th>EXECUTION</th>
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<tbody>
<tr>
<td>Define the situation and high-level breakthrough area</td>
<td>Expert facilitation (for large groups we use Covision Facilitation Tools)</td>
<td>Absolute personal responsibility</td>
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<td>Map the key players</td>
<td>Interrogation of reality</td>
<td>Team and decision makers’ communication and feedback protocols</td>
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<tr>
<td>Assign sponsors, process owners and decision makers</td>
<td>Small group syndicates with predefined focus questions</td>
<td>Communication platform (we recommend Convo® for best results)</td>
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<tr>
<td>Assemble key facts, insights and data-points</td>
<td>Develop breakthrough strategies</td>
<td>30, 60, 90-day detailed action plan and reporting milestones</td>
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<td>Thorough briefing and induction of key players</td>
<td>Unloading, deselecting, prioritising and ranking report out templates</td>
<td>Communicate relentlessly</td>
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<td>Design workshop agenda</td>
<td>On-the-spot decision making</td>
<td>Celebrate successes</td>
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<td>Develop syndicate teams</td>
<td>Commitment to action</td>
<td>Make rapid course corrections if new understanding occurs</td>
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### What is Your Understanding of This Situation?
Identify the barriers or challenges and the root cause of the contradiction.

Which individual or company has overcome a situation like this before? What did they do? How did they do it? Take lessons from history.

### What is Our Key Strategy to Breakthrough in This Situation?
What are the critical sequenced elements of a plan-to-win in this situation?

### Define the Action Plan
What are the essential action ingredients or components of this strategy?

What - How - Who - When? What choices and decisions are required to approve this plan? Whose buy-in is essential to execute this plan? How do we secure it?

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“Amazing results in a very short time.”

“Intensive. Fast decision making process led to total buy-in.”

“Impressive what a small group of relevant and knowledgeable people can achieve in 4 to 5 hours.”
When To Use Performance Accelerator

We have used Performance Accelerator® Methodology in the following scenarios:

**McDonald’s Corporation**

**Global Business Turnaround**

“Brian Bacon and Oxford Leadership™ played a key role in McDonald’s business turnaround by alignment and engagement with a plan to win.”

Charlie Bell
Former CEO

**NXP Semiconductors**

**Breakthrough to Next Level of Performance**

“The Breakthrough process helped us align as a management team and engage our top 90 leaders with fierce resolve to outperform the market.”

Ruediger Stroh
Executive Vice President, High-Performance Mixed-Signal Businesses

**Government of Mexico**

**Strategic Focusing of the Presidency**

“Performance Accelerator helped us to focus on the right things and the engagement necessary to tackle the immense challenges this government faced when assuming office.”

Ramón Muñoz
Chief of Staff, Office of the President

**Nutrimental**

**Business Turnaround of FMCG Company**

“Enabled us to build a new corporate culture and develop the whole company... a pragmatic way of getting business results by connecting people with spirit, wholeness and learning.”

Rodrigo Loures
Former CEO
Teams focus on co-creating solutions to one single, critical business issue that will have the greatest impact on short-term performance.
Strategy execution amidst complexity and change - helping you align people and culture with strategy, for enduring success.

About Oxford Leadership™
Oxford Leadership™ is a global leadership consultancy that aligns people, purpose & strategy - driving socially responsible transformation in global organisations. Our international network includes 215 partners, consultants, and coaches in 24 countries throughout Europe, North America, Latin America, Asia, and Africa. We transform leaders, align teams and create fierce resolve and passion to win. Typical interventions are to accelerate performance, execute strategy and embed capability and change. Our programmes are part of the core curriculum in many of our client’s corporate universities, and our leadership development programmes have over 300,000 executive alumni. Methodologies are based on more than 100 corporate turnarounds and performance acceleration assignments in FTSE 100 and Fortune 500 companies.

Austria, Belgium, Brazil, Canada, China, Colombia, Denmark, Finland, France, Germany, Italy, Mexico, Norway, Poland, Portugal, Russia, Serbia, South Africa, Spain, Sweden, The Netherlands, UK, Uruguay, and the USA.

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Transforming Business for Good

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