



Experience

THE EXTRAORDINARY PERFORMER™

Workshop

Helping Good Employees Become Great Performers

The ability to make important contributions is within most people's grasp. Aspiring to be truly extraordinary can result in tremendous gains in productivity for the organization and can also create new potential career opportunities. Built on empirical research of the behaviors that differentiate great performers, the *Extraordinary Performer Workshop* provides the motivation and tools for employees of all skill levels to increase their ability to contribute.

AUDIENCE

This workshop will help any individual contributor in an organization. It may successfully be delivered to intact work teams, to individuals gathered from different parts of an organization, or a combination of both.

KEY LEARNINGS

During the course of the workshop a CLEMMER Group facilitator will help each participant:

- understand the factors that drive extraordinary job performance and create personal career satisfaction
- see how individual careers follow a progression of stages that allow people to contribute in different ways over time
- learn about 16 differentiating competencies that distinguish the highest performing individuals from the rest
- perform a step-by-step analysis of their feedback report, using a structured process with individual and group exercises
- use Zenger Folkman's unique cross-training approach to construct a customized Individual Development Plan
- receive peer feedback and coaching around their plans in preparation for development discussions with their managers

By the end of the workshop, each participant will have a clear picture of how their performance is currently perceived and what they can do to increase their contribution. Each will also have created an Individual Development Plan that is customized to both their current career stage and their own longer-term career objectives. With the tools they'll be given they'll be ready to follow up with their managers and become long-term extraordinary performers.

CUSTOMIZATION

The *Extraordinary Performer Workshop*, materials, and multi-rater assessment can easily be customized. Most custom versions are designed to meet two types of organizational needs:

- To map to an organization's existing competency model.
- To provide flexible delivery options, including individualized coaching, etc.

FORMAT

A one-day, interactive, instructor-led learning experience that includes a pre-workshop multi-rater assessment, and a career planning process.

MATERIALS

Each participant will receive:

- The online *Extraordinary Performer* multi-rater assessment and personal feedback report
- The *Extraordinary Performer* Participant Manual and unique, cross-training development tool, the Competency Companion Development Guide.