Symphony
An in-person or virtual workshop from our thought leaders at BTS

Manage an encore-worthy performance by systematically leading your team to high levels of engagement and productivity

Applying Peter Drucker’s metaphor of the manager as a musical conductor, Symphony activates a systems-thinking approach to leading effectively, especially through periods of change. The 1-day face-to-face program also has a virtual edition consisting of two 3-hour sessions that can be done contiguously or within 2 weeks for 15 to 300 participants.

Key outcomes - you’ll learn how to
• Apply a systematic process for leading peak performance
• Plan and execute performance more effectively
• Identify and evaluate performance issues in a balanced and objective manner
• Analyze performance gaps and resolve complex performance challenges
• Redirect and improve sub-par performance faster and more cost-effectively
• Apply a management process that facilitates planning for consistently exceeding individual, team and company goals

“Management is about human beings. Its task is to make people capable of joint performance, to make their strengths effective and their weaknesses irrelevant.”

- Peter F. Drucker

PROGRAM DESCRIPTION - During Symphony, participants learn that the manager is the lynchpin for creating high levels of employee engagement and productivity. They assume their metaphorical role as the conductor of a symphony orchestra. The metaphor provides a simple and elegant way for learning and remembering back on the job. They consider the 6 key influences that research has proven have the biggest impact on directing performance: expectations, feedback, resources, job fit, training & development, and motivation. Next, they consider a set of 24 performance tools that can help shape and maximize performance as they apply the Symphony model to identify gaps between current and desired levels of performance. Participants receive multiple cycles of practice and application as they apply the Symphony approach to relevant, client-specific case studies.

For additional information about Symphony, visit Advantage Performance Group, call us at (415) 925-6832 or email contact@advantageperformance.com.