

Business & Leadership Growth Programme



The Outperformance Hub supports and develops business leaders to create an outperformance culture. We focus on developing strategies to encourage leaders to **Lead, Support** and **Improve** business performance to achieve its ambition.

Using sound business insight, world best practice principles and tailored development modules The Outperformance Hub Business Growth Programme will enable you to develop an outperforming working culture by:

- Developing highly effective leaders and managers.
- Creating a high level of employee engagement, and
- Using effective structures to enable faster decision-making, customer focus and agility to put plans into action.

OUR VISION IS:

That every business has the potential to be an outperformer and so our **Purpose** is ensuring outperformance isn't an event. It's a journey!



*"Well thought out and structured programme.
Easy to digest. Includes all the team.
Delivers great results"* Business Owner

Why is this different?

This is not just a training programme. The Outperformance Hub will work with you in both group and one on one settings to increase your leadership capability to achieve the ambition you have for your business.

We use 2 international models as the framework to enable change:

1. The Investors in People Standard



The Standard defines what it takes to lead, support and manage people well for sustainable results.



2. The i4 Leadership Model

i4 is a personal leadership model delivered by Mantle Ltd, leadership specialists, who facilitate this engaging and practical aspect of the programme.

i4 consists of 4 key Competencies, each with 4 Pillars:

PERFORMANCE	COLLABORATION	INNOVATION	AGILITY
<ul style="list-style-type: none"> ● INTEGRATION ● BALANCE ● ETHICS ● MENTAL READINESS 	<ul style="list-style-type: none"> ● INSPIRATION ● COMMUNICATION ● GENEROSITY ● COURAGE 	<ul style="list-style-type: none"> ● IMAGINATION ● DRIVE ● CURIOSITY ● ATTITUDE 	<ul style="list-style-type: none"> ● INTUITION ● AWARENESS ● INFLUENCE ● ADAPTABILITY



"The Growth Programme is by far one of the best decisions we have made for Tomahawk. It forced us to get out of the day to day running of the business and take that helicopter view of the company, make plans, take action and engage the whole team in the company's success.

The focus and clarity the course provided has given us a solid foundation that has already provided results in both the company culture and our bottom line."
Gina and John, Tomahawk (photo above)

Who should attend?

Small business owners and leaders who want to transform their businesses by managing growth and creating sustainable profitability. Therefore, applications are sought from leaders who:

- Are motivated to challenge current practices to improve business performance.
- Know their business can achieve more but would like a 'heads-up' on how to do this.
- Want to build people capability of their team so they can let go of some functions.
- Desire to make things easier and spend more time doing the things they enjoy the most.

More about the Programme

What is involved?

This is not a quick fix but neither is it an onerous and complex task to create an outperforming business. The Outperformance Hub has struck a balance by remaining pragmatic and relevant.

The Business & Leadership Growth Programme runs over 22 weeks for businesses employing 10 to 75 people and sales over \$1m. During that time you will be involved in groups of 6 firms in:

- 6 x 1-day group based **Modules** covering various topics including:
 - Converting vision into action
 - 3 x 'How to Coach' sessions
 - Developing high performing teams
 - Employee engagement
- Assigned a **Business Advisor** for 6 one to one sessions to support your action plan.
- Group and one on one sessions on the **i4 Leadership Model**.
- Final Graduation Event

Results

In return for 10 days you will recover that cost in time through significant gains in business performance and productivity. A group of 12 firms that graduated collectively reported:

- **51.3%** projected sales increase over the next 24 months.
- NPBT increased by **36.6%**
- **91.0%** had a clearer understanding of how to achieve their long term goals.
- Customer Net Promoter Scores increased by **45%**.

Investment

Full price for firms is \$18,500 per business and this enables **2 people** to participate at all stages of the programme. Payments are spread evenly over 6 months of the programme.



"Don't worry about the timing or time involved... it's well worth it. If offered the opportunity... take it, it will change your business."
Business Owner

Voucher Capability Funding

The Outperformance Hub's business growth programmes are registered under the Trade and Enterprise Voucher Capability Scheme. Your business may be eligible for up to **\$5,000** in funding and we support you with the application process.

This is an exciting opportunity for a business to take a proactive step to improve performance at a cost that won't break the bank!

THE
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LEAD | SUPPORT | IMPROVE

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The Business & Leadership Growth Programme

Timeline	Group Activities	1 to 1 Sessions
Week 1	Module 1 [1 Day] Setting the Scene for Outperformance i4 Leadership Survey Action Plans Developed	Business Advisor Session #1 & i4 Survey Feedback
Week 4	Module 2 [1 Day] Leading & Inspiring People Strategic Sales & Marketing i4 Development Planning	Business Advisor Session #2 & i4 Individual Plan
Week 7	Module 3 [1 Day] Organisational Culture & Values Managing Stress Business Case & Principles for Coaching	Business Advisor Session #3
Week 11	Module 4 [1 Day] Structuring Work & Managing Performance Effective Coaching Conversations i4 Leadership mid-point check-in	Business Advisor Session #4
Week 15	Module 5 [1 Day] Building Capability Recruiting High Performers Coaching for Improved Performance	Business Advisor Session #5
Week 20	Module 6 [1 Day] High Performing Teams i4 Wrap-up and Next Steps Investors in People Self-Review	Business Advisor Session #6
Week 22	Graduation Dinner	