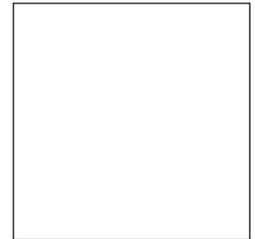
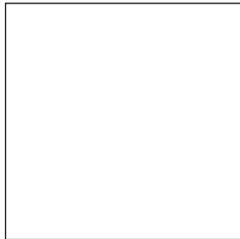
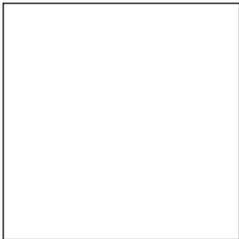


RAPID TEAM RESULTS™

A Leadership Accountability System for Breakthrough Results



What Can You Expect?

- Performance Execution improves by 60% to 80%
- Relationships in 15 key areas improve by 15% to 35%
- Deliverables are achieved on schedule and on budget

....within 3 to 6 months

What Our Clients Experience

- “ We accomplished in one day what would have taken us at least 3 months.” –Health Care
- “ Instead of learning about each other’s styles, we learned about each other’s needs for success, and we are committed to each other’s success in addition to our own success. This is true ownership!” –Utility

“ We became a unified team by working on real issues and getting real work accomplished. It felt good to rise above our differences to our common cause as a team.” –Manufacturing

“ We have a clear path to success and the means to support and trust each other, and it all happened in one day. It was easy and graceful, and we have the reference point for high performance.” –Retail

“ I came in stressed and burned out, and now I feel rejuvenated. A major load was lifted today now that we are all aligned and actively supporting each other to be successful.” –Medical Facility

“ So often these activities give us more work to do. Not this process. We are just doing our work differently to be more efficient, more focused and more results oriented.” –Government

We Have Data Demonstrating Success for 20 Years

We have been implementing this systemic approach tracking with hundreds of teams and have measurable results that have been achieved and sustained for as much as 14 years.

Most recently, a cross-functional group in a manufacturing facility had the following results:

- **Trust improved 59%**
- **Communication improved 49%**
- **Meeting effectiveness improved 27%**
- **Decision Making improved 37%**
- **Keeping agreements improved 29%**
- **Resolving conflicts improved 43%**

And, more importantly, this manufacturing group went from being the lowest performing to the highest performing operating group in the division of that organization. This included:

Lowering the amount of priority maintenance work orders in the units from 39% to 7% - beating their goal to reduce it to 20%.

Schedule compliance went from 50% to 75%.

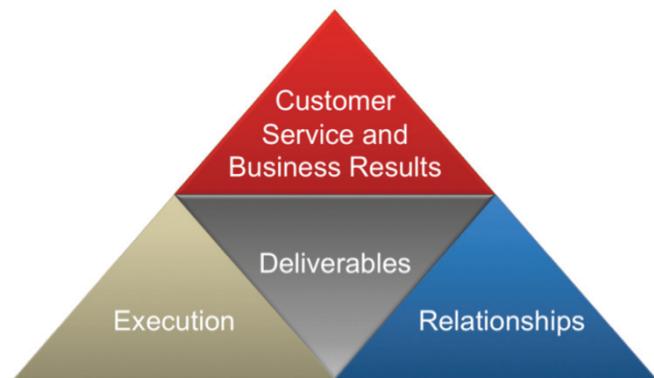
NOTE: These results were achieved in 5 months with a cross-functional management/Supervisor team representing 3 different functional areas and 30 people – breaking down the silo behavior that dominated this group prior to implementing *Rapid Team Results*.

A Different Approach to Achieve Different Results

This *is not* a teambuilding exercise. We *don't do* "styles inventories", "team games", "role-playing" or "ropes-courses".

Rapid Team Results is a "Working Session" NOT a Teambuilding or Training Program. We assist the team in **leveraging** the **three key areas directly linked** to **business results** by changing fundamental habits that have blocked improvement in:

- **Execution** | the link between people to produce a result
- **Relationships** | the interactions between people to ensure trust, support and effective communication to sustain performance improvement
- **Deliverables** | the operational goals and projects necessary to achieve business results



The Rapid Team Results Process

1. Assess Team Execution and Relationships related to current performance
2. Discuss Personal and Shared Accountability – A Key for High Performance
3. Develop an aligned and comprehensive *Picture of Success* for Achieving Breakthrough Results (not a vision or mission statement)
4. Define 15 to 20 *Core Habits of Execution* necessary to achieve the Picture of Success
5. Establish *meaningful measurements* for each Core Habit of Execution and prioritize the top 3 to 5 for leveraging the change
6. Empower *task forces* to implement 3 to 5 New Habits of Execution directly linked to achieving deliverables and business results
7. Develop *Accountability Agreements* for improving team relationships and sustaining improvement
8. Create *high performance team meetings* – focused only on tracking progress and surfacing and resolving breakdowns

A Non-Negotiable Requirement to Measure Results

Each team must return within 3 to 6 months for a formal and measurable evaluation of team results. During this session the following data will be assessed:

- General and Measurable Deliverables and Business Results
- Habits of Execution Effectiveness
- Specific Results from special Task Forces
- Team Relationship Effectiveness
- Level of Effectiveness Keeping Team Agreements

Each area being measured is correlated (to each other) for validity and provides an accurate picture of team performance. Based on this unique measurement process, the team establishes new goals and modifications to further improve and then sustain their team results.

Is Rapid Team Results for You?

This powerful team system is designed for the following teams:

- Senior Management
- Middle Management
- Functional Teams
- Cross-Functional Teams
- Project Teams
- Admin Teams
- Merged Organizational Teams
- Start-Up Teams

Rapid Team Results II

2-Day Session for Senior and Middle Management Teams

Leadership teams have the added role of setting clear priorities and effectively monitoring the projects associated with those priorities. This requires the highest level of cross-functional alignment, coordination and communication. *Rapid Team Results II* includes a 2nd day for that purpose.

When an organization wants to shift their culture to achieve the highest possible performance, they will implement Rapid Team Results with Senior and/or Middle Management Teams. The keys to success involve alignment, commitment, prioritization, cross-functional problem solving and speaking with “one-voice” to the rest of the organization. This high performing culture is achieved by adding the following three modules:

- Setting Real Non-Negotiable Priorities
- Leading Effective Project Execution
- Clarifying Roles and Touchpoints for Improved Coordination

Get Started Today and Increase Measurable Results within 3 Months

For more information about how *Rapid Team Results* can be implemented in your organization or team to achieve breakthrough results contact us at info@impaqcorp.com or call 323.969.0088 ext 204.