



Enhancing Individual Performance

PRACTICE AREA OVERVIEW

“The process of goal setting, of giving people feedback and focusing on their development is critical not only to aligning performance, but also employee engagement and retention.”

Ilene Gochman, Watson Wyatt Group

TRACOM quickly builds performance improvement solutions, customized for specific needs of the client’s organization using proven methods and tools.

Skillful Employees Solve Business Challenges

Prospering in the increasingly complex world of business means continually addressing new challenges — accelerating growth through mergers and acquisitions, pursuing new markets or production capabilities through global expansion, improving operational effectiveness through restructuring and process improvement, and attracting and retaining top talent.

Are your employees prepared to meet these challenges?

TRACOM’s Performance Consulting Division provides fast, efficient, practical solutions for enhancing individual performance that enable your company to meet significant business challenges. We are able to deploy our senior level experts to effectively implement individual performance solutions with minimal burden to clients while achieving the greatest possible impact.

TRACOM’s Performance Improvement Solutions yield tangible results for your organization, including:

- Improving the performance of existing staff and improving their retention and engagement
- Creating more capacity for problem solving and innovation across functional and geographic boundaries
- Creating a culture of self-awareness, initiative and accountability for improving personal effectiveness

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PRODUCTS & SERVICES



Workshops

Being Resilient: Adapting to the Changing Work World

Building Effective Partnerships

Developing Interpersonal Networking Skills

Improving Your Personal Effectiveness with Co-workers and Clients

Managing Your Individual Performance



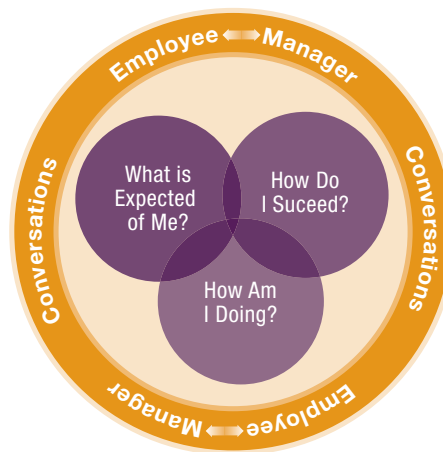
Individual Assessments

SOCIAL STYLE Profile & Interpersonal360s

Creating High Performing Employees

Organizations today are driven by results, and good leaders know that the relationship between managers and their staff contributes directly to those results.

When employees know what is expected of them and how to conduct their work in a constructive corporate culture, they are able to further their knowledge, capacity, and growth. Leaders who successfully manage performance know that **individual objectives must be developed collaboratively, linked to business strategy, and reviewed periodically**. When your leaders manage performance effectively, a common performance language is created enabling dialogue around **best practices** and **standards of excellence**, and **turnover is reduced** through strong one-to-one relationships between managers and staff.



TRACOM employs an adaptable, straightforward process for improving individual performance.

Why Choose TRACOM?

1. We offer tailored performance improvement solutions, quickly built to meet your business needs and the challenges your company faces.
2. We provide comprehensive back-end support, making it easy to deploy your programs with minimal involvement from your team.
3. We involve senior experts throughout the engagement, providing superior quality and shorter duration times.
4. We are able to transfer our knowledge and expertise to allow you to manage your future performance improvement programs internally.

For More Information:

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Solving Business Challenges Through:

- | Leadership Development
- | Individual Performance
- | Team Development
- | Employee Engagement