

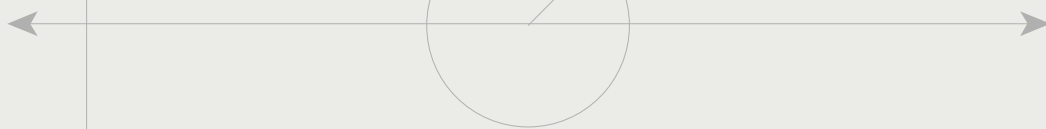


# HIGH PERFORMANCE LEADERSHIP TEAM PROGRAM

THE 2-STEP JOURNEY TO HIGH PERFORMANCE

STEP 1 - TRANSFORM: ASSESS DEVELOP

STEP 2 - INTEGRATE: EMBED, RENEW AND CERTIFY



**HPLT™** HIGH PERFORMANCE  
LEADERSHIP TEAM PROGRAM

# The 2-Step Journey to High Performance

## 1 TRANSFORM



A

### ASSESS

Interviews and Assessments  
1-3 months

The objective is to build team and individual awareness, and then create an aligned team insights into the team dynamics and team goals:

1. Leadership Team Assessments
2. Team HealthCheck
3. Gap Analysis

### DEVELOP

B

Leadership Team Offsite  
1-2 days offsite

Develop team culture and create a strong, bonded Leadership Team with committed directions and aligned values:

1. Vision, Purpose, Values
2. Trust building & camaraderie
3. Collaboration
4. Team Identity

The formula for increasing TQ and building a High Performance Team. We will work closely with your team throughout this bespoke process.

# 2 INTEGRATE

C

## EMBED

Integrating into Work

Integrate into the larger team or organization and ensure champions are in place to continue the momentum with appropriate milestones:

1. Interactive in place
2. Communication throughout team
3. Coaching to ensure success
4. Reviewing and correcting

D

## RENEW

Leadership Team Sessions  
Review and Skill Enhancement  
1-2 days offsite

Come back together as a team to renew commitments an energy and focus on strengthening competencies:

1. Review & prescribe
2. Renew commitments
3. Strengthen competencies
4. Celebrate and strengthen

E

## CERTIFY

Assessment, Interviews  
and Recommendations  
3-4 months

Assess the team and recommend future directions. Certify as High Performance Leadership Team:

1. Team health assessment
2. Diagnose
3. Recommended future needs
4. Certify

“Leaders are only as good as the teams they build.”

## Douglas Gerber

Author, CEO of Focus One

Creator, Team Quotient™ (TQ)

Leadership Team Coach

Executive Advisor & Coach

IAF Certified Professional Facilitator



Douglas Gerber is a thought leader, co-creator of the High Performance Leadership Team (HPLT) program and creator of Team Quotient. He has been empowering people and teams for over 30 years, serving in executive roles for global corporations. Douglas has conducted over 8000 hours of coaching and team engagements. He speaks 8 languages and co-founded a local charity. Clients include Ageas, AMGEN, AXA, Bausch & Lomb, Bayer, Bloomberg, BNP Paribas, BP, Cathay Pacific, Cisco, Darty, Egon Zehnder, Fonterra, Ford, GSK, HP, IHG, JWT, J&J, Lloyds TSB, L'Oreal, LVMH, McCann, Merck, OgilvyOne, Oracle, Orange, PepsiCo, PPG, PMI, Prudential, Reuters, Roche, Swire, Takeda, TI, UCB, Wrigley among others.



I grew personally, which has had positive impact on my team. I'd highly recommend this process to all leaders.



- Ronald Lam,  
General Manager,  
Cathay Pacific



A valuable experience that would well serve others in a global, constantly changing company.



- Roger Lewis,  
Sales Head,  
Bloomberg



Douglas Gerber and Focus One set up the spark to create a new sense of team spirit and values."



- Chris Riley,  
Managing Director  
Ogilvy One