

Performance Improvement Training (PIT)

What is your challenge??



Do you feel like your team isn't **performing the way you'd like it to?** Do you feel blockages that prevent the optimal functioning of your team? Or are you not really sure where the shoe pinches?

This is a situation that applies to many teams, organizations, and companies. People make efforts and get results. However, you feel that **there is more to it**, that your team can do better. You look for causes and you get no further than that the cooperation is not optimal, that agreements are non-existent or are not kept. There is resentment and disagreement.

In short, your team members are not on the same page and the **results disappoint you**. If the situation drags on for a longer period of time, you fear for achieving your goals, finishing your project or the existence of your organization.

If you recognize this scenario, it's time for a "Performance Improvement Training". (PIT)

What is it?

The **Performance Improvement Training is a method to bring your group, team, company, or organization back on the right path of success**. The PIT essentially consists of three parts:

1. Exploration of the team, the company, the organization
2. Exploration of the problem space
3. Exploration of the solution space

We conclude the whole training **with a set of short-term solutions** that can be deployed immediately and do not require impossible investments, with also more **fundamental solutions** for the longer term.



What is the result?

This method ensures that people pay **attention to each other** again and that there is **more "spirit" in your team**. The connection that is formed in your organization in this way creates the conditions through which you discover problems within your company and make them discussable. This ultimately leads to a **common vision** and the generation of **immediately deployable solutions**. As a result, your team becomes more active and responsive in a positive way, **and the results improve** immediately and spectacularly.

Important conditions and practical information

PIT achieves success if **enough time** is allocated and if the training can be held in a neutral place and in **inspiring circumstances**.

The minimum trajectory required to achieve a workable result consists of minimum **three half-days**, consecutive and residential.

Each situation is unique and discussed in advance, allowing for a **specific, customized approach**.

A **PIT** also fits into a **strategic guidance process**, where we do a **monthly follow-up** and offer **advice** that leads to solutions for the existing situation. This makes it possible to anchor these solutions in a good way and to let them grow into **sustainable success**.

Concrete:

1. We will visit you **to listen to your concerns** and see if a "**PIT**" is appropriate.
2. We make agreements to ensure that the "**PIT**" runs smoothly.
3. After the implementation of the "**Performance Improvement Training**" **you will have a plan with action points for sustainable success**.
4. If necessary, there is the possibility of a complete guidance process to get and stay on the track of success.

