

# Performance Technology



Comprehensive Know-How & Tools for Internal Performance Consultants

Your key contribution is to improve organizational performance no matter you are a business leader or an internal consultant. The quality of a solution doesn't guarantee that the organization will benefit from investing and implementing it. What matters most is the linkage between what the solution can do and what the organization really needs. **Performance Consultants** work on identifying the most valuable opportunities to improve performance and developing the solutions accordingly.



It requires you to develop a different mind-set and skill set for being a genuine performance consultant. As the very first performance consulting firm in China, Visionary Consulting is dedicated to helping organizations improve performance and developing performance consultants in China.

We are very excited to announce the first comprehensive and hands-on **Performance Technology Best Practice Workshop** in China. It will be conducted both **in Shanghai and Beijing in June 2010**.

The following page gives you more detailed introduction.

\* **Internal Consultants:** Those who provides professional services in an organization, including HR, Process Improvement, Talent Development or IT.  
**Performance Technologies:** The most essential know-how and tools a performance consultant must possess.

# Performance Technology

Comprehensive Know-How & Tools for Internal Performance Consultants



The Performance Technology Best Practice Workshop is an intensive 2-day program designed to help both business leaders and internal consultants to develop performance consulting skills. Instructional strategies include the use of workplace examples and collaborative analysis of case studies. The program draws on **tools and techniques recognized** as best practices in the performance consulting arena. By attending this program, you will gain knowledge and resources that will prove to be invaluable to your organization and your professional development. You will learn from the most experienced experts and facilitators in the performance consulting practice in the world.

## Workshop Benefits:

- ★ Clarify performance issues and determine if they are worthy of further analysis
- ★ Apply the Total Performance System to profile organization development
- ★ Identify possible drivers for performance issues
- ★ Prescribe appropriate solutions
- ★ Identify levels of performance evaluation and the types of data each level yields
- ★ Embed performance improvement technologies in your organizations

## Workshop Coverage:

**Module 1:** Introduction

**Module 2:** What is Performance Technology?

**Module 3:** Performance Analysis Part 1 – Worth Analysis  
Performance Analysis Part 2 – Total Performance System  
Performance Analysis Part 3 – Driver Analysis

**Module 4:** PT Solutions: What are they?

**Module 5:** How Do We Evaluate Improved Performance?

**Module 6:** Embedding Performance Improvement Technology

## Targeted Participants:

This is the best program for business leaders at any level and internal experts or consultants such as HR, Training, L&D, T&D, and Coach.

And, anyone charged with improving performance in the workplace, including training managers, instructional designers, performance analysts, and other experienced practitioners who want to work with leaders in the field to improve their knowledge about and skill in using performance technology and consulting techniques.

## Consultant Profile:

Dr. Roger M. Addison, is the principal consultant of the performance consulting solutions at Visionary Consulting. He is an internationally respected practitioner of Performance Consulting and Chief Performance Officer of Addison Consulting. As the Senior Director of Human Performance Improvement for the International Society for Performance Improvement (ISPI) he was responsible for educational programs and implementing performance improvement systems. Prior to his work with ISPI, Roger was Vice President at Wells Fargo Bank. His responsibilities included executive coaching and education, change management and partnering with line managers to improve performance. He consults with Fortune 500 organizations to help them align their business requirements with bottom line results. He has over 30 years experience assisting executives and managers improve the performance of their employee, processes and organization. Roger has successfully implemented performance improvement initiatives in a number of organizations including financial services, insurance, public utilities, healthcare, technology, retail and others. He is an author of a best-seller book **Performance Architecture**.

\*Visionary Consulting is the first performance consulting firm in China and has had more than 10 years experience helping visionary organizations improve both people and systems performance in a systematic and innovative way.

Should you have any questions please feel free to contact us:

Shanghai, June 3<sup>rd</sup> – 4<sup>th</sup>

- \* Email: [pcshanghai@vcsh.com](mailto:pcshanghai@vcsh.com)
- \* Tel: 021-6440 0361 or 6440 1997

Beijing, June 8<sup>th</sup> – 9<sup>th</sup>

- \* Email: [pcbeijing@vcsh.com](mailto:pcbeijing@vcsh.com)
- \* Tel: 010-6530 8513 or 6530 9281

RMB 11,200 / participant (2 days)

The fee includes workbook, lunch, refreshments and tax.  
(The venue address will be sent to you after your registration)

- \* Early bird registration before May 1<sup>st</sup> gets **15% discount**
- \* Two more registrations get **12% discount**



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