

# Build Sustainable Excellence as a High Performing Organisation!

To excel in a competitive business environment, organisations must constantly seek to grow, improve, and refine themselves and their business practices. They must find ways to attract the right people, create environments that encourage people to excel, capture customer loyalty, and have a clear and compelling vision that moves them toward achieving excellence.

While many organisations grow quickly and then plateau and topple, others not only survive but also continue to grow and thrive, reinventing themselves when and where they need to. High Performing Organisations is a specific and strategic process based on research on the key factors that will help your organisation excel.

## What is a “High Performing Organisation”?

Our research indicates that a High Performing Organisation is one which, over time, continues to produce outstanding results, with the highest levels of human satisfaction and commitment to its success.

We can identify three key strategies: the “triple bottom line” as a means of defining the performance of our organisations:

- *Are we an EMPLOYER of choice?*
- *Are we a PROVIDER of choice?*
- *Are we an INVESTMENT of choice?*

The “High Performing Organisations” process is a methodology which enables and empowers leaders at the most senior levels to identify the performance of their organisation against a set of six vital factors, we call “SCORES™”:

**SHARED INFORMATION**  
**COMPELLING VISION**  
**ONGOING LEARNING**  
**RELENTLESS FOCUS ON RESULTS**  
**ENERGISING SYSTEMS AND PROCESSES**  
**SHARED POWER AND INVOLVEMENT**

The SCORES™ questionnaire highlights areas of interest or concern, which then become the focus of further discussion, and strategic and tactical planning. These plans and strategies are key outcomes of the workshop and form the base for the implementation of beneficial change.



## Audience

The High Performing Organisations process is directed specifically at the highest level of leadership within an organisation, division or branch. It is also appropriate for the leaders of major project teams, which will develop their own cultures and processes.

## Approach and Format

“High Performing Organisations” is a facilitated workshop, which can be conducted over a period of one or two days, depending on the level of discussion and planning anticipated – your consultant can advise on appropriate alternatives for your organisation.

## Benefits & Outcomes

- Clarity, focus and understanding of the key strengths and gaps in taking your organisation to higher levels of performance.
- Development of action plans and supporting tools to enable the implementation of strategies to bridge identified gaps.
- Focus on specific elements of the organisation to drive improved performance throughout.

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