

ORDER[®]
model

EXECUTIVE AND TEAM PERFORMANCE COACHING

A STRUCTURED APPROACH FOR EXECUTIVE AND TEAM PERFORMANCE COACHING.

Key benefits:

For Individuals:-

- A structured road-map to help you and your team to accelerate implementation of projects and initiatives.
- Equips you to make high-impact choices and execute with excellence in the midst of competing priorities.
- A proven methodology for developing leadership effectiveness in yourself and others.

For Teams:-

- Enables teams to deliver big and small projects on-time, on budget and within scope.
- Builds strategic advantage through team collaboration and engagement.
- Provides a framework for teams to qualify opportunities through a process of assessment, development, execution and measurement.
- Provides a clearer sense of common purpose, priorities and direction for the organisation.

The Order[®] model is a unique coaching and mentoring process designed to meet the specific needs of ambitious companies, individuals and management teams seeking to unlock new opportunities, address challenges and implement change strategies. A critical focus of the model is to accelerate your success in executing objectives and growth initiatives.

Whether your a company looking to develop new markets, a start-up aiming to maximise marketing impact, a project team planning a new initiative, or an executive seeking a new challenge, the Order[®] model is a powerful coaching tool that equips you to make high-impact choices.

The Order[®] model is centered on a five step process that aims to fast-track your journey and maximise the effectiveness of you and your team. The process starts with your objective(s), followed by a 'readiness' assessment to identify performance gaps and execution of priority actions plans. The process is completed with a review of results achieved. The programme is delivered in workshop and one-to-one coaching, spread over five modules and five days.



WHATEVER THE CHALLENGE, THE ORDER[®] MODEL CAN BE APPLIED TO YOUR SPECIFIC NEEDS AND OBJECTIVES.

Process Application:-

- New Projects/Initiatives
- Brand Strategy
- Product Development
- Start-up/Business Launch
- Leadership Development
- Sales Growth
- Key Account Management
- Strategic Planning
- Marketing Campaigns
- Career Transition
- Managing Change
- Team Performance

AN END-TO-END PROCESS TO ACCELERATE YOUR SUCCESS IN EXECUTING OBJECTIVES

For companies and leaders seeking to achieve growth and change initiatives, the Order[®] model provides a structured end-to-end process that builds the participants ability to achieve personal and professional objectives by closing the gaps between potential and performance within a collaborative, professional and focused approach. The process is augmented with coaching tools and techniques that are adapted and customised to your specific opportunity and challenge. The process is divided into five steps and delivered in workshops typically over three days. The process begins with client orientation meeting and followed by completion of pre-programme diagnostic assessment tools for use during programme delivery.

5 STEP END-TO-END COACHING PROCESS

01 Objective(s)

- Setting objectives, working from the 'big picture' to distill specific, measurable objectives, with a clearly defined outcome and time-scale.
- Tools and templates are introduced to facilitate development and team alignment with objectives.

02 Readiness

- Focusing on assessment of the current situation this phase supports a deeper understanding of where you are now and capability gaps.
- Results from assessment diagnostic report supports direction planning among participants.

03 Direction

- Evaluation of directions and strategies to close gaps in achieving objectives.
- Decision making tools and techniques are used to facilitate brainstorming and development of strategic options.

04 Execute

- This phase focuses on developing tailored action plans to support you and your team accelerate implementation of objectives.
- Action planning, capability matching and resource management tools are employed to direct the process.

05 Review

- A post project opportunity to assess progress made and results achieved against planned objectives and metrics.



TAILORED DIAGNOSTIC TOOL TO SUPPORT DEVELOPMENT OF READINESS PLANS

A VISUAL TOOL THAT PROVIDES DIRECTION FOR DEVELOPMENT OPPORTUNITIES

The Order® model programme includes the 'Effective / Affective' readiness diagnostic tool to fast-track your success in executing your objectives. The tool defines eight attributes in effective and affective behavior necessary to produce the desired result.

The effective dimension examines the participants thinking around the objective, while the affective dimension explores the participants feelings around the objective. Highly effective and affective participants are better positioned to achieve objectives.

EIGHT ATTRIBUTES OF HIGH PERFORMANCE

Effective thinking Research

I have all the facts (quantitative and qualitative) and can reach conclusions in moving forward.

Requirements

I understand what is needed to deliver the objective. I can identify which requirements are the most critical, and those which are "nice-to-haves".

Resources

I know what supports are needed to accomplish the objective. I have the means (people, financial, assets) available to resource the project efficiently.

Capabilities

I have all the skills required to accomplish the objective. I have done same or similar exercises many times before and have the expertise to deliver against aims.



Affective /feeling Engaged

I feel totally committed to the objective and my role and responsibilities are clear to me. I feel the expectations of me are realistic and attainable.

Motivated

I feel the energy and enthusiasm to achieve the objective. I feel able to persist with plans and activities even when distracted.

Value Alignment

I feel the objective is in alignment with my values and revolves around my strengths. I feel a sense of ownership and authenticity ("this is the real me") in attaching my strengths to the task.

Confidence

I feel confident in my abilities to accomplish and succeed in the task. I feel confident to organize, execute and regulate my performance to attain the set objective and am comfortable with uncertainty.

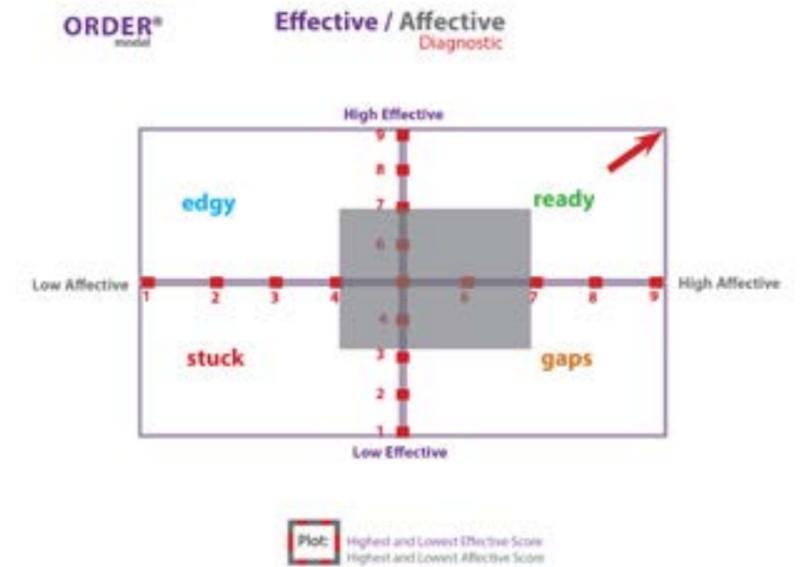
Participants complete a short pre-programme survey, which is adapted and tailored to the specific objective and business need. The resulting report provides clear directions for closing gaps and highlights development opportunities in team performance.

For example the diagnostic tool may identify gaps in resources and capabilities and support discussions within the team on how to plug the gaps to achieve the goal.

Equally the diagnostic tool may reveal low motivation and engagement among participant members to achieve the objective, which may be due to a lack of clarity of roles or competing priorities.

The tool provides leaders with an opportunity to step back from day-to-day operations and consider the broader challenges and team development opportunities.

HIGHLY EFFECTIVE /AFFECTIVE TEAMS ACHIEVE BETTER OUTCOMES



PARTICIPANTS TAKE A 15 MINUTE PRE-PROGRAMME SURVEY ADAPTED TO THE SPECIFIC BUSINESS OBJECTIVE AND NEED.

ADVISORY & COACHING SERVICES TO HELP CLIENTS ACHIEVE LASTING RESULTS

Founded in 2009 and headquartered in Dublin, Firm Thinking is a Business Consulting and Coaching practice and developers of the Order® model and coaching programme. With extensive experience in working with CEO and senior managements teams, in strategy design and implementation across a variety of sectors, Firm Thinking is uniquely positioned to deliver business advisory/coaching services to organisations seeking change and development. Advisor Coaches are highly experienced business practitioners with backgrounds as senior leaders in various industry sectors and results oriented environments. What sets us apart is our ability to provide tailored solutions to meet our clients needs, working with external collaborators from a range of disciplines, including psychometrics and personality profiling (MBTI, DISC). Firm Thinking support executives and teams to fast-track their success in implementing objectives, to build capability and ultimately deliver business impact.

What you can expect:

- Experienced Business Coaches with a contextual understanding of the 'big picture' combined with an ability to effect behavioral and cultural change.
- A tailored programme and approach to fast-track your success in implementing objectives and achieving meaningful results.
- A structured end-to-end methodology that can be embedded into organisational processes for developing ongoing value initiatives.
- Fluid and flexible coaching support that is adaptable to the ongoing needs of the business.



JACINTA KELLY

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Jacinta Kelly is Lead business advisor/coach for the Order® model programme. As a qualified coach with Firm Thinking she has more than 15 years International executive and leadership experience in global matrix-organisations including Ericsson AB, VWR International, Intel, P&O Nedlloyd Group & Exel Logistics. With extensive career experience steeped in strategy, marketing, management consultancy and business growth, she works with individual managers and teams on their leadership and business challenges.

PROGRAMME AND CONTACT INFORMATION

The Order® model training is delivered on customer site and in workshop or one-to-one coaching formats. We recommend 5 day programmes for maximum effect. However, programmes can be tailored to 1 or 2 days. Upon completion of training, managers are free to use the tool within their organisations in informal and formal team coaching and mentoring. To optimise training and application of the tool we encourage client managers to bring a 'live' project or initiative to the workshop and, where possible, for members of their team, or cross-functional team, to participate in the training in order to fast-track implementation of the model.

PROGRAMME STRUCTURE:

The topics covered will be tailored to specific client needs and programme duration

1. Client Orientation/Discovery Phase
2. Pre-Programme diagnostics
3. Order® model Performance Coaching Process
4. Application of the Order® model Coaching Tool

FOR FURTHER INFORMATION PLEASE CONTACT:-

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