



# The Extraordinary Performer™

The ability to make important contributions is within most people's grasp. Aspiring to be truly extraordinary can result in tremendous gains in productivity for the organization and can also create new potential career opportunities.

Built on empirical research, *The Extraordinary Performer Workshop* provides the motivation and tools for employees of all skill levels to increase their ability to contribute.

## AUDIENCE

This workshop will help any individual contributor in an organization. It may successfully be delivered to intact work teams, to individuals gathered from different parts of an organization, or a combination of both.

## KEY LEARNINGS

During the course of the workshop a Zenger Folkman or certified client facilitator will help each participant:

- Understand the factors that drive extraordinary job performance and create personal career satisfaction.
- See how individual careers follow a progression of stages that allow people to contribute in different ways over time.
- Learn about the differentiating competencies that distinguish the highest performing individuals from the rest.
- Prepare to receive a feedback report, understand the report structure, interpret the data, and discuss how it can best be used in a positive way.
- Perform a step-by-step analysis of their feedback report, using a structured process with individual and group exercises.
- Use Zenger Folkman's unique cross-training approach to construct a customized Individual Development Plan.
- Receive peer feedback and coaching around their plans in preparation for development discussions with their managers.

## EXPERIENCE

Participants will understand how their performance is currently perceived and how to increase their contribution. Each participant will also create an Individual Development Plan that is customized to both their current career stage and their own long-term career objectives. They'll be ready to follow up with their managers and become extraordinary performers.

## CUSTOMIZATION

*The Extraordinary Performer Workshop*, materials, and multi-rater assessment can easily be customized to meet two types of organizational needs:

- To map to an organization's existing competency model.
- To provide flexible delivery options, including individualized coaching, etc.

## MATERIALS

Each participant will receive:

- The online *Extraordinary Performer* multi-rater assessment and personal feedback report.
- *The Extraordinary Performer Participant Manual* and unique, cross-training development tool, the Competency Companion Development Guide.
- A *Pulse Check Survey*, typically six months after the full assessment, to follow up on individual goal progress.

## FORMAT

A one-day, interactive, instructor-led, leadership learning, assessing, and planning experience. Also available as Live Online Training where participants can connect virtually and interact with both the instructor and other classmates remotely.

One-on-one coaching is available as an alternative to the workshop experience.