



HUMAN
PERFORMANCE REPLICATOR
POWERED BY THE RAVENALL INSTITUTE



SOLUTIONS FOR THE NEW ECONOMY

CASE STUDY TELECOMMUNICATIONS SECTOR POWERED BY THE HUMAN PERFORMANCE REPLICATOR

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We replicate the top ten percent employee performance into the average eighty percent with lasting change in a matter of weeks through a proprietary methodology quickly and sustainably.



Voted 2020 Best Transformational Healthcare & Coaching Company in South Africa and Award for Excellence in Human Performance Revolution by Global Health Pharma.



TELECOMMUNICATIONS CASE STUDY “SOLUTIONS FOR THE NEW ECONOMY”

RAPID UPLIFTMENT IN PERFORMANCE FROM AVERAGE 80% TO TOP 10%

The Programme

- Permanent staff threatening strike action, therefore, requirement to place 150 people in 4 weeks, to keep the stores open.
- Rapid recruitment of employees due to immediate start time (unemployed).
- Run product, sales and process Education and change process to deliver capable, engaged employees from day 1.
- Place sales consultants at selected branches.
- No top 10% to model against – requirement to create a top 10 percent for role.

Key Objectives

- Meet sales targets.
- Provide reliable staff able to provide competent services from day 1.
- Mitigate resistance from permanent staff within the store.
- Collect sales data.
- Keep stores open.

RESULTS ACHIEVED

- Four weeks from agreement to implementation.
- 25% increase in overall branch network sales.
- Trained staff demonstrate 70% increase in capability from day 1.
- All stores stayed open.

RAPID NEW SALES WORKFORCE IN UNIONIZED ENVIRONMENT

EXPLORING THE HUMAN PERFORMANCE REPLICATOR

We lift the performance of your people from an average of 80% to the top 10% quickly and sustainably, and guarantee the results.

Why do we claim it is possible? If you can see a variation between your top performers and your average ones, then we say it's absolutely possible.

We have developed proprietary methodology to take the average to the top 10% by replication.

We call it... **The Human Performance Replicator**, it's a transformation approach that identifies individuals who operate at the top 10% of any group. We study their processes, behavioural traits, problem solving approach decisions, etc. and reduce this behaviour into a system that can be readily replicated / copied in average performers in a matter of weeks using cutting edge new thought and neuroscience.

This breakthrough is entirely overdue and comes at a time when organizations can no longer tolerate significant performance variations in their people.

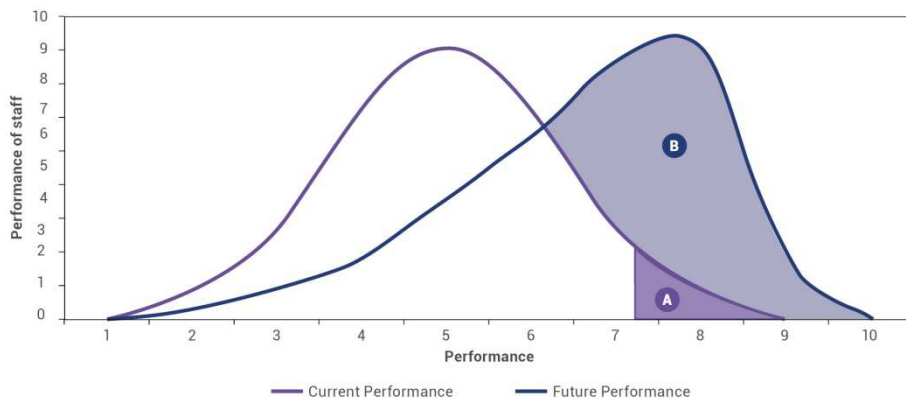
We spend millions on courses and books each year – and in a short period of time we cut through the process of learning and distil years of experience and learning.

Service Offering Provided

- Back Office Management
- Outsourcing
- Human Performance Replication
- Front of House outsourcing

IS THIS FOR YOU?

- Dramatic performance increase.
- Reducing training period dramatically.
- Eliminating unnecessary retraining.
- Performance from average 80% to top 10%.
- Fast tracking key individuals.
- Hone right skills and behaviours.
- Instead of Retrenchments retrain into core skills.
- Corporate social responsibility retrenchments into core skills where staff can be re-employable.
- Firing and rehiring is expensive – this is a perfect resort to turn staff members around so that they can add value in the role for which they have been appointed.



WHEN THIS IS NOT FOR YOU

- Dysfunctional departments i.e. there is restructuring and "fixing" required, this process comes at the end and not at the beginning of an exercise of this nature.
- This is not applied to the bottom 10%. We have a range of tools to assist the bottom 10%, but this is not the process to commence with.
- This is not applied to the top 10%. We have a range of tools to assist the top 10% realize more of their value but this is not the process for this grouping.

How do I get access if I want to move myself to the top 10% without my employer?

Write to us and let us know in which role, and in which industry, we are adding top 10 portfolio roles all the time. If we currently have a programme in that portfolio you will be able to join online or at the next open programme.

How do I get a license or become a trainer?

Write to us directly, let us know your background, your country and region and we will get into contact with you. If successful, you can conduct the initial learning through online learning and through the next open programme. You are already a coach and a trainer or have been leading/coaching in a key role within a previous business. You are adept at helping others change their performance. You have a good understanding of business analysis and consulting and are well versed in training techniques and are open minded.

How do I adopt?

- Identify constraints.
- Identify top performers.
- Model top performance.
- Refine model.
- Test model.
- Train & transform.
- Replicate.

Service Offering Provided

- Transformation from top average 80 to top 10% powered by Parinama

WHAT'S IN THE TOOLBOX?

- Identify constraints.
- Identify top performers.
- Model top performance.
- Refine.
- Test model.
- Train & transform.
- Replication.
- Assessments.
- Alignment of purpose.
- Proprietary Modelling Methodology.
- Proprietary Execution Methodology.
- Proprietary Training Methodology.
- Proprietary Coaching Methodology.

