



# E-PERFORMER

## BUSINESS RESULTS THROUGH PARTNERING IN PERSONAL GROWTH

### Program Benefits

E-PERFORMER is an experiential, blended learning program that builds employees' self-awareness and developmental planning skills and prepares them to work closely with their managers to bring out their best performance. At the heart of E-PERFORMER lie the key concepts of alignment and engagement, which are explored and codified through a series of self-discovery exercises. Throughout the program, participants take personal responsibility for their own developmental planning and related implementation processes. Most importantly, E-PERFORMER sets the stage and provides the content for a collaborative and substantive conversation between the performer and manager about the performer's professional development path.

E-PERFORMER provides participants with:

- ▶ A clear understanding of the importance and power of taking responsibility for their own development
- ▶ An understanding of the relationship both job satisfaction and goal alignment have to their individual performance growth
- ▶ Insight into their key strengths as well as areas for focused improvement
- ▶ Preparation for a collaborative conversation with their manager about their personal development interests

### Program Description

Employing highly experiential, graphically rich exercises, participants are guided down a path of self-discovery relative to their personal development plans. Online delivery of E-PERFORMER allows for a flexible, rapid, and large-scale implementation. Participants work at their own computers, allowing them to schedule and complete the program within the confines of hectic professional realities.

Prior to the program, the participants' manager(s) enters key business goals, job objectives, and skills for each of their direct reports into the online application. Participants then log in and begin to complete the two modules of E-PERFORMER: *Engagement* and *Alignment*.

In the *Engagement* section, participants explore their own personal motivators and values. By delving into these important aspects, they begin to explore opportunities for greater job engagement. They also discover how their current job aligns with their ideal job.

In the *Alignment* section, participants uncover the implications of greater overall alignment relative to their performance, their company, and their relationship with their manager. By completing several online activities, they find to what extent their view of their goals and objectives are aligned with their manager's view, identify the skills they need to be successful in their job, and examine ways in which they can better leverage their personal strengths and talents.

Participants then incorporate their manager's and their own perspectives on job priorities, skills, and goals into a personal development plan that focuses on improving both job satisfaction and achievement and is used to structure the development discussions with their managers. Each participant leads a development meeting with his or her manager that ultimately results in a collaboratively developed and agreed-upon plan that is immediately applicable to the performer's current job and long-term career.

### **Implementation/Customization**

E-PERFORMER maximizes blended learning principles to enhance delivery of the program. Concurrent with the work in the Web-based program are two, one-hour group conference telephone meetings to set expectations, answer questions, and facilitate the learning experience. Online learning lets participants progress at their own pace.

E-PERFORMER typically requires six to seven hours to complete. The HR Chally Group's set of proprietary competencies is available for client use and customization, with or without use of Chally's assessment tools. The program may be strategically customized to include an organization's own existing competencies and key skills.

EPSC001A