

The 3e Factor High Performance Methodology - Phase 1 - Engage

Phase	Program	Capability	Description
E N G A G E	Assess awareness	Strengths	<p><i>“Great organisations today must not only accommodate the fact that each employee is different, but it must capitalise on these differences. It must watch for clues to each employee’s natural talents and then position and develop each employee so that his or her talents are transformed into bona fide strengths”.... Marcus Buckingham “Now Discover Your Strengths”</i></p> <p>The 3^eFactor utilises ‘Strengths Finder’, a web based assessment of normal personality from the perspective of positive psychology, which captures personal motivation (striving), interpersonal skills (relating), self presentation (impacting) and learning style (thinking).</p>
		Emotional Intelligence	High emotional intelligence has been proven to be an important quality in high achievers and great leaders. Research confirms that emotional intelligence can be developed and nurtured over time and that people with high emotional intelligence are better communicators and more able to influence those around them.
	Develop skills	Dialogue	Effective verbal and written communication is an essential skill. In order to realise high potential, knowing when to engage the best communication medium (forums, presentations, email, phone and meetings) and understanding the audience (management, peers, key stakeholders and team members) is also an essential skill. This program introduces participants to communication concepts and practices that will make them confident about speaking with integrity and sharing the truth in awkward and trying circumstances.
		Strategic Thinking	The key strategic question in a complex and turbulent environment is driven more than ever not by “What” but “Why”. To cope with this challenging transformation requires the application of ‘strategic thinking’ as a critical management skill. Strategic thinking requires having the ability to assess the business more than ever in relation to the impact of external and often uncontrollable factors on its mission and the setting of future goals.
	Apply capability	Discipline	A key driver in developing successful outcomes requires participants to learn and apply disciplined behaviour that will improve their capability to deliver extraordinary outcomes.
		Leadership	Leadership commences with self and we introduce ways to self manage and feel confident about sharing opinions and taking a lead role and being accountable. Primary, advanced and networked leadership concepts are applied in the development of capability.