

The 3^e Factor High Performance Methodology - Phase 3 - Empower

Phase	Program	Capability	Description
E M P O W E R	Assess awareness	Purpose	An organisation's purpose statement provides the emotional connection for all employees to the business and, as with culture, a shared understanding and support for this purpose is critical to business performance. This program highlights the benefits of the alignment of business purpose throughout the organisation and the role of leadership in this process.
		Culture	Shared beliefs, values and norms are critical to the performance of an organisation - both from an internal and external perspective. This program highlights the alignment of individual and group culture to champion organisation culture and empower a positive business culture based on trust and respect.
	Develop skills	Change Management	Constant change is a permanent aspect of contemporary business that must be dealt with in a positive and progressive way. This program highlights the skills required by an individual to understand and handle change, and to encourage the evangelists to pursue continuous business improvement.
		Strategic Leadership	Strategic leadership requires people to step up and be committed to making a difference. This program highlights a leader's journey of self discovery, and need to have passion in their workplace. The focus is on authentic leaders, ready to take on new ways to guide others using newly-learned mentoring and coaching skills.
	Apply capability	Transformational Performance	The primary outcome of The 3 ^e Factor High Performance Cube's capability program is to enhance transformational performance. Our approach is to engage the individuals, energise the groups and empower the business. Transformational performance outcomes include enhanced leadership, employee engagement and loyalty, clear communications, new innovations and positive culture aligned with the organisation's purpose.