

Increase employee engagement and drive high performance

Get MORE from your performance management program with the **High Impact Management** offering from Ninth House



Make your performance management program a *continuous process of development*, not just a one-time event.

HIGH IMPACT MANAGEMENT ENABLES MANAGERS TO:

- More effectively coach and develop their employees
- Actively listen and provide constructive feedback
- Align employees' work with company goals
- Increase employee engagement, commitment and motivation

It's no small task: drive effective performance management that's not just a once a year exercise, but instead creates an ongoing process of coaching and communication between managers and employees.

The latest offering from Ninth House, *High Impact Management*, provides the missing link, enabling you to go **beyond standardized processes and software systems** and focus on the all too often overlooked, yet most important part of the performance management process: the people.

Leveraging the Ninth House proven learning model for organizational behavior change and its award-winning cinematic courseware, *High Impact Management* provides world-renowned methodologies, tools and techniques that **enable the critical manager/employee relationship** to improve employee engagement, increase commitment and motivation, and ultimately drive high performance.



“The performance management process should be far more than a way to rate and rank employees; it should be viewed and practiced as a tool and system to get employees engaged, aligned and excited about their careers.”

- *High Impact Performance Management Research*,
Bersin & Associates

What is High Impact Management?

High Impact Management leverages Ninth House award-winning courses *Situational Leadership® II*, *Retaining and Engaging Talent* and *Self Management* as its foundation.



Situational Leadership II based on Ken Blanchard's legendary content teaches the management and coaching skills to assist managers with developing their employees' competence and productivity. It empowers managers with

techniques to adjust their leadership style and provide personalized support based on employees' individual development levels.



Self Management builds on the principles outlined in *Situational Leadership II*, but targets them to individual employees. Self Management provides employees techniques to set and achieve goals, get the direction and

support they need and manage relationships more effectively.

When implemented together these two programs enable a balanced approach to performance management where both the manager and employee have the right skills to effectively partner in the development process.



Retaining & Engaging Talent takes development to the next level, delivering time-proven techniques created by talent management expert Dr. Lynn Ware.

It helps managers engage with their employees to

identify individual retention factors, conduct effective conversations to discover employee motivational needs, and proactively develop and implement plans which address them.

High Impact Management combines one or more these courses with Ninth House signature *Instant Advice®* modules, 3-5 minute video clips which reinforce new skills learned and provide immediate actionable solutions to common business challenges. All packaged with expert planning and implementation services for effective integration into your existing performance management program and to deliver the optimal roll-out based on your needs.

High Impact Management is available in two packages:

STANDARD: Strategic Managers Offering

- *Situational Leadership II –or– Retaining & Engaging Talent*
- 15 *Instant Advice* modules
- Ninth House-hosted learning portal
- Planning and implementation services

ENHANCED: Robust Managers –or– Manager + Employee Offering

- *Situational Leadership II –plus– Retaining & Engaging Talent or Self Management*
- 30 *Instant Advice* modules
- Ninth House-hosted, customized learning portal
- Planning and implementation services
- Consulting services to help identify talent management issues and solutions

Ninth House has proven expertise in building key manager skills that increase their teams' productivity and performance. For over 11 years, working with more than 800 organizations Ninth House has provided cost effective, highly engaging learning experiences that drive large scale behavior change and achieve business results.

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