

Are you facing any of the following challenges / inflection points in your business? We can help.

Restructuring/ New Team(s) • Mergers / Acquisitions • Industry Changes / Chaos • Rapid Growth
Changes in Strategy • Executive Team Alignment & Engagement • Employee Alignment & Engagement

What we do:

Together we work with leaders to elevate leadership potential - their own and their team(s). IMAGINE linking your most important business challenges/opportunities with human behavior and neuroscience to bring about a highly-engaged workforce and Breakthrough Performance. We can help.

How we do it:

We collaborate with leaders to develop a customized development plan based on the leader's goals and context. We are guided by the results of our proprietary, reliable, and validated assessments. We have a combined 60 years of experience in business, human behavior and neuroscience.

What we believe:

Self-awareness and seeking to understand & connect with others is a lifelong journey and one of the most valuable skills for work and life. Establishing trust and psychological safety is the single best indicator for team performance. We've observed it, experienced it and have evidence to prove it. Psychological safety is a shared belief that the team is safe for interpersonal risk taking, and a sense of confidence that others will not embarrass, reject or punish someone for speaking up. Establishing trust and psychological safety provides the environment for everything to happen faster - learning, innovation, execution, and engagement.

Why we do it:

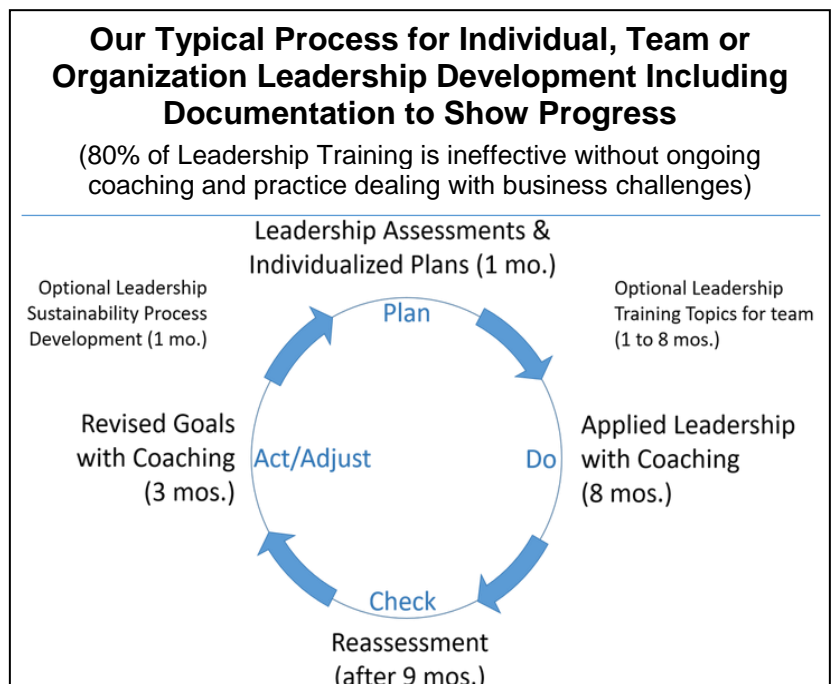
We love to see people come alive and together with energy, strengthening the bonds between people and ideas, creating new conceptual frameworks and profitable growth.

How we're different:

Depth and results. We feel giving short seminars and abbreviated programs is on the verge of "just stealing your money." We have NOT found data (research) suggesting that seminars or reading provide anything more than basic awareness and maybe a basic skill. If the goal is truly elevating your leadership potential and company performance, few consultants can create an environment for transformation - in any amount of time – WE CAN. Further, we take a SYSTEMS approach to individual and company growth – not a fad or contemporary twist on leadership, business systems or strategies. Breakthrough Performance is more holistic and relies on the learning / activities / successes in an integrated fashion – and in the context in which the individual(s) find themselves. When you have the right team, with focus on robust processes and continuous improvement systems, entrepreneurial and innovation systems and behaviors, and invest & believe in the human potential of yourself & employees... Amazing things will happen!

Common leadership challenges:

Gallup estimates that lack of cohesiveness costs organizations 34¢ of every payroll dollar. There is a significant portion of the world population that is confused, perplexed, and full of fears, and employee engagement is a struggle. Millennials will be 50% of the workforce by 2020 in the U.S., and only 29% are engaged at work. 21% of millennials report changing jobs within the last year (3X non-millennials). 60% say they are open to a different job opportunity (15% higher than non-millennials) (Gallup). 80% of Leadership Training is ineffective without ongoing coaching and practice dealing with business challenges.



Services

One-on-one Coaching: Typically for CEO's, General Managers & Business Unit Managers that have significant autonomy over their businesses & teams. Assessments are given, reviewed and a growth plan will be developed including areas of focus, applied to real business challenges, with coaching frequency / duration.

Executive Leadership Team Coaching: Similar process to one-on-one coaching, with team development added to improve awareness, diversity, communication and healthy dynamics so you are able to better leverage each other and the greater organization. A team follow-up assessment will be conducted typically 6 to 9 months later to measure progress. The key is ongoing coaching and application of learning to real work situations. Otherwise, 80% of the learning is lost.

Company-wide Leadership Training and Employee Engagement:

In addition to the Executive Leadership Team Coaching, we begin corporate-wide leadership training after 6-12 months of working with your executive team (we can collaborate with your HR team and advise an internal coaching program, deliver some content ourselves, or work with an outside training consultant or organization - all your preference). The key is ongoing coaching and application of learning to real work situations. Otherwise, 80% of the learning is lost. We also believe in developing clarity of business strategy and goals that employees can easily articulate. This goes a long way to gain alignment and engagement. We can help develop that clarity and communication for you to deliver if needed. We also want you to have sustained breakthrough performance and can work with you and your HR lead to develop a sustained program that you own. We want to help you develop an adaptive, learning, accountable, inclusive, empowered and entrepreneurial organization.

Talent Development Program

We help you create a talent development program that doesn't just check the boxes to ensure you have a program. We fill the gap between having managers "knowing leadership behaviors" and "living leadership behaviors." Using assessments and our extensive ShareOn digital library database of resources/tools (Apps, articles, books, videos, podcasts...), focus is placed on just those key areas that will provide meaningful improvement. Program can be an HR led in-house program with our program design support or supplemented with Breakthrough Performance coaching. In an ever-increasing cross-functional team business environment, it's rarely enough for subjective manager led performance reviews once per year.

One-on-One Personal Legacy Development Coaching: Involves assessments when paired with business coaching above or you can engage in a stand-alone exploration & development of a plan.

Your Breakthrough Performance Partners

Our Complimentary Perspectives on Business & Leadership = Powerful Insight. We combine business and theoretical expertise. We understand and blend human behavior and neuroscience. We provide measurement and documentation. We are small, agile and personally do the work. We collaborate with you to deliver a customized program that works for you. We would enjoy having a conversation with you to learn more about you and your business and welcome the opportunity to be your biggest supporters in your leadership journey.



Andy Hass built engaged, trusting and collaborative cross-functional teams resulting in double digit sales and profit performance. He has a Bachelor of Science degree in Mechanical Engineering from the University of Minnesota and an Executive MBA from the University of St. Thomas. During his 20+ year career, Andy enjoyed a wide variety of roles in engineering, quality, sales, marketing and executive management. He lived & worked in Germany with his family and was Vice President of Global Sales & Marketing. He loves to see people come alive and together with new thinking and energy around a common challenge, leading to breakthrough business and personal performance.

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Richard Bents, PhD, taught Educational Psychology at the University of Minnesota, and was Director of Graduate Education at Hamline University. He is partner of Future Systems Consulting. Richard specializes in leadership development, personal and organizational change and transformation. He is the co-author of several books on personality and learning. He has demonstrated excellence in implementing strategic and cultural change efforts with large organizations including AT&T, ICI Films Americas, Lawson Software, Lucent Technologies, Nestle, Roche Pharma and Siemens. His approach centers on the issues of authority, responsibility, and power demonstrating how they can be exercised more fully leading to personal accountability and healthy synergistic change. The result is a leader better equipped to move into the future with clearer customer focus and better understanding of organizational theory and the values they wish to project. Richard loves strengthening the bonds or connections between people and ideas which create new conceptual frameworks.

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