TABLE READ

Practical Application: Why we emphasize tools

As skillful technical workers get promoted to supervision and management, they quickly realize their strengths and limitations. Instead of working to improve a process or machine, these managers are now working on improving people. And while they may be experts in process or on a machine, it takes a separate set of skills to bring out the best in people and achieve outstanding results.

That doesn't necessarily mean throwing away what you know. Often it simply means applying what you know in a different way. That's why our approach emphasizes tools combined with proven insights into how people and organizations make decisions.

We rely on science, practical experience and Big Data to individualize and internalize the work. This stands in contrast to many training programs that focus simply on creating processes or gaining the knowledge.

Our tools give employees, managers and leaders the ability to:
- Motivate and support employees' efforts to identify and remove barriers to performance.
- By removing these barriers, build trust.
- Provide clarity about what success looks like.

Programs, most often, just fade away Our tools can be used in multiple situations and be adapted to take on tasks we can't yet imagine..

Our tools are designed to:
- Help people move from a "Fixed" mindset to a "Growth" mindset approach to leading employees.
- Employ proven practices for constructive relationships, including how to give feedback and how to handle conflict.
- Promote proactive communication skills rather than react to stress.

Some people calls these "soft skills," we know from experience that they are anything but. Instead, we call them "brain-savvy" skills and "business-tested" tools. Your success depends on both.