

Methodology Overview

PERFORMANCE
ACCELERATOR



A proven methodology for rapidly accelerating performance and achieving breakthrough results in complex environments



PERFORMANCE ACCELERATOR

Performance Accelerator is Oxford Leadership™’s methodology for generating breakthrough results within a short time. It is a proven way of aligning key players and building a high-performing team. Teams focus on co-creating solutions to one single, critical business issue that will have the greatest impact on short-term performance.

Oxford Leadership Performance Accelerator Model

FOCUS

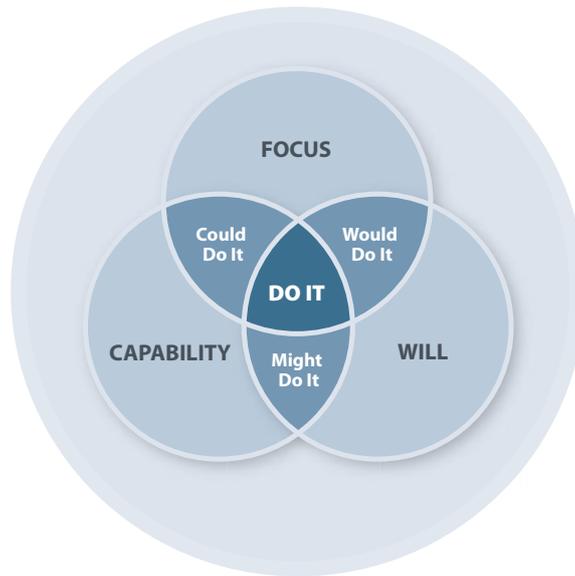
- Define the breakthrough point
- Focus on the critical business issue
- Create a shared vision of success
- Develop a coherent strategy to win

CAPABILITY

- Rapid decisions
- Aligned resources
- Calibrated targets
- Response-ability

WILL

- Fierce resolve to win
- Absolute personal responsibility
- Relentless execution
- Create a no-excuse zone



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“Very well done, the process of getting the three most important things for the sub category of the syndicate was thorough.”

“Intensive. Fast decision-making process led to total buy-in.”

Focus and align the management team on the critical strategic point for business breakthrough.

- Change the next level of leaders (top 80-100) in an intense 2-3 day syndicate for breakthrough execution
- Align the key actors to solve critical problems and produce a 90-day action plan
- Create space by unloading pet projects and programmes
- Define solutions and make decisions ‘on-the-spot’
- Relentless monitoring, check points and reporting back to decision makers

PRE-WORK	WORKSHOP	EXECUTION
Define the situation and high-level breakthrough area	Expert facilitation (for large groups we use Covision Facilitation Tools)	Absolute personal responsibility
Map the key players	Interrogation of reality	Team and decision makers communication and feedback protocols
Assign sponsors, process owners and decision makers	Small group syndicates with predefined focus questions	Communication platform (<i>We recommend Convo® for best results</i>)
Assemble key facts, insights and data-points	Develop breakthrough strategies	30, 60, 90-day detailed action plan and reporting milestones
Thorough briefing and induction of key players	Unloading, deselecting, prioritising and ranking report out templates	Communicate relentlessly
Design workshop agenda	On-the-spot decision making	Celebrate successes
Develop syndicate teams	Commitment to action	Make rapid course corrections if new understanding occurs

Performance Accelerator Method

See the Whole Picture

Interrogate reality. What's really going on? What are the key facts and data points? What haven't we seen before?

Discover the Right Question

What's the critical factor that holds the key to all others? What is the question we need to answer?

Describe Breakthrough

What is our vision of success? What could breakthrough look like in the next 3-6 months? Describe it in concrete terms.

What is Your Understanding of This Situation?

Identify the barriers or challenges and the root cause of the contradiction. Which individual or company has overcome a situation like this before? What did they do? How did they do it? Take lessons from history.

What is Our Key Strategy to Breakthrough in This Situation?

What are the critical sequenced elements of a plan-to-win in this situation?

Define the Action Plan

What are the essential action ingredients or components of this strategy? What - How - Who - When? What choices and decisions are required to approve this plan? Whose buy-in is essential to execute this plan? How do we secure it?



“Amazing results in a very short time.”

“Impressive what a small group of relevant and knowledgeable people can achieve in 4 to 5 hours, an amazing result.”



When To Use Performance Accelerator

We have used Performance Accelerator® Methodology in the following scenarios:



McDonald's Corporation

GLOBAL BUSINESS TURNAROUND

“Brian Bacon and Oxford Leadership™ played a key role in McDonald's business turnaround by alignment and engagement with a plan to win.”

Charlie Bell
Former CEO



NXP Semiconductors

BREAKTHROUGH TO NEXT LEVEL OF PERFORMANCE

“The Breakthrough process helped us align as a management team and engage our top 90 leaders with fierce resolve to outperform the market.”

Ruediger Stroh
Executive Vice President, High-Performance Mixed-Signal Businesses



Government of Mexico

STRATEGIC FOCUSING OF THE PRESIDENCY

“Focus on the right things and the engagement necessary to tackle the immense challenges this government faced when assuming office.”

Ramón Muñoz
Chief of Staff, Office of the President, Government of Mexico



Nutrimental

BUSINESS TURNAROUND FMCG COMPANY

“...enabled us to build a new corporate culture and develop the whole company... a pragmatic way of getting business results by connecting people with spirit, wholeness and learning.”

Rodrigo Loures
Former CEO

For further information:
Go to www.oxfordleadership.com
or contact Global Headquarters

Oxford Leadership™ is a global leadership consultancy specialising in the people and cultural side of organisational transformation in very large enterprises.

We have over 215 partners, consultants and coaches in 28 countries throughout Europe, Latin America, Asia and the Middle East.

We are C-suite consultants and facilitators, coaches and mentors.

We transform leaders, align teams and create fierce resolve and passion to win. Typical interventions are to accelerate performance, execute strategy and embed capability and change.

Our leadership development programmes have over 300,000 executive alumni. Our programmes have been part of the core curriculum in many of the world's most prestigious corporate universities.

Our methodologies are based on experience gained from supporting more than 100 corporate turnarounds and performance acceleration assignments in FTSE 100 and Fortune 500 companies.

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