



Activ8 Your Business

We work with organizations to turbocharge their transformational initiatives. Specifically, we focus on human performance, enabling individuals to tap more of their potential and teams to achieve new levels of collective success. Our approach is consultative with each assignment tailored to the organization's discrete needs. We introduce perspectives and tools in a co-creation process that enables the organization to build new capabilities and operate in new ways. Four foundational elements support new levels of performance:

CLARITY

We take a practical and actionable approach to help leaders and individual team members challenge existing belief systems and create strong grounding for new directions.

Our process helps team members get clear regarding their key purposes individually and within the context of the team. This process fosters greater connection to collective goals and enables team members to support each other in new ways. This work sets the stage for differentiating performance through shared vision, innovation and execution.

COMMITMENT

We often hear the refrain, "we have to hold our people accountable." Our perspective is that you can hold your people responsible for their designated tasks, but significant performance breakthroughs occur when individuals choose to be accountable for the success of the whole.

We support teams in creating a culture of accountability where team members set and commit to performance standards versus complying with those set for them. If team members see why their mission is important to the organization and to them, they will take ownership for successful outcomes. More so, when results do not meet expectations, they take accountability for determining why, which enables fast learning and new, purposeful action.

COLLABORATION

High performance teams care far more about opportunity for improvement than they do about preserving personal images -- they will not trade a chance for extraordinary achievement for a shallow version of community. When people perceive someone as aware of and sensitive to their purposes and concerns, they communicate and collaborate.

At the heart of effective collaboration is communication. We introduce experiences and language distinctions, which help team members to listen, learn and engage more precisely and authentically. These tools enable team members to strengthen their own capabilities and apply new practices that support and sustain collaboration in their work environments.

PERFORMANCE

Our framework is designed to support teams in generating behaviors that consistently produce outstanding results. Fundamentally, high performance is based on the quality of the relationships among team members.

Our approach helps teams see what's possible when two key elements are in place – alignment (self-aware team members who have chosen a shared goal) and attunement (a heightened level of awareness and acceptance of one another). These elements enable teams to achieve more than they thought possible and to take care of each other along the way.

"If you want to build trust in a significant way, collaborate at a higher level, and actually do things in a different way, this is the team for you."
-CEO

"My husband walked in the door with his general air of confidence but I also felt a calmness surrounding him. The man before me did not have his eyes darting around and five electronic devices at his fingertips. He was, well, serene."
-Participant Spouse



