



TEAM PERFORMANCE
INSTITUTE

SERVICES CATALOG





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ABOUT TPI

Driving Performance & Teams To The Next Level

TPI's mission is to provide the best, proven leadership training – and the best customer experience.

Elite Performance From Elite Instruction

Team Performance Institute has earned its reputation as the preferred performance & leadership development firm curating a seasoned class of published authors, PhDs, PsyDs and former corporate executives under one roof. Our world class coaches, educators and master facilitators bring out the best in leadership across demanding corporate, public sector and non-profit workplace environments. We are especially skilled at translating the power of coaching into actionable, relevant and instantly-effective game changing ideas and tactics that will make a difference from Day One.

Our Story Is Really Your Story

TPI was founded by a former US Navy SEAL officer, who continues to build upon those lessons of discipline, perseverance, and adversity as part of the training and mentoring of the entire world-class TPI Team. We are interested in building our programs around YOU... our pledge is to always motivate, inspire, coach (and even entertain), by building each engagement around YOUR TEAM. It's in our name.

Customized To Meet Your Needs

TPI was built on listening to your organization's specific challenges. That's why you'll never get a cookie-cutter one-size-fits-all approach. We're here to tailor each engagement to ensure you're equipped with the tools and hands-on experiences you need to help you succeed in your leadership and business goals.

“

I highly recommend Team Performance Institute to any organization facing challenges... Amazing Impact! One of the best decisions we could have made.

Eric Hutto

Chief Executive Officer, Diversified

To say this was a game changer for me would be an understatement, this was a **life** changer.

Jeff Edwards

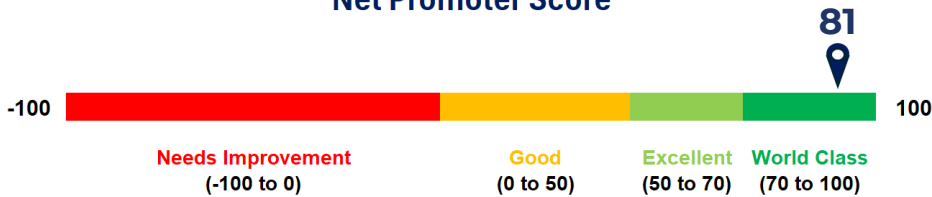
Partner Director, Sales; Service Provider, Cisco

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Our Clients Have Spoken

Below are the results from the 3rd Party Survey performed by Synergistic Research.

Net Promoter Score



The Net Promoter Score is a measure of customer satisfaction and TPI's overall NPS score of 81 ranks our Executive Coaching in the exclusive "World Class" category.

*Third Party Research 2021

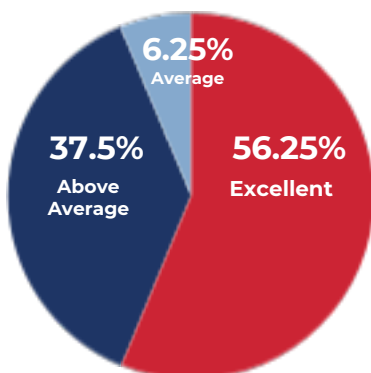
TPI Service Rating



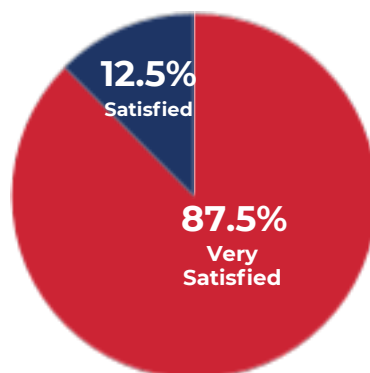
93.5%

respondents rated the value of engagement above average or excellent

Value of Engagement



Responsiveness to Company Needs



100%

of respondents said it was easy or extremely easy to work with TPI to secure services



*Third Party Research 2021

KEYNOTES

Experiential Keynote Speaking Engagements

Custom tailored speeches designed to improve organizational performance through proven success strategies in military special operations, sales, and management. In addition to in-person engagements, we offer innovative virtual keynote experiences that maximize reach, limit travel and streamline the way companies connect dispersed teams with key messaging. Our team includes noted national speakers on leadership, teamwork, patriotism, overcoming adversity, and the power of service.

With a focus on innovation, we use our experiences and vision to help our clients progress forward. Connect with us to see how your organization might leverage the TPI platform actively used by recognized Fortune 500 companies and \$3B tech giants.

“

I can't offer high enough praise for Jon - from his service as a Navy SEAL to the corporate board room, Jon is a proven team-builder. I know from personal experience through partnering with Jon that he inspires the best in others in driving individual and team performance. He epitomizes leadership, teamwork, and values.

General Stanley McChrystal
Retired U.S. Army General, JSOC

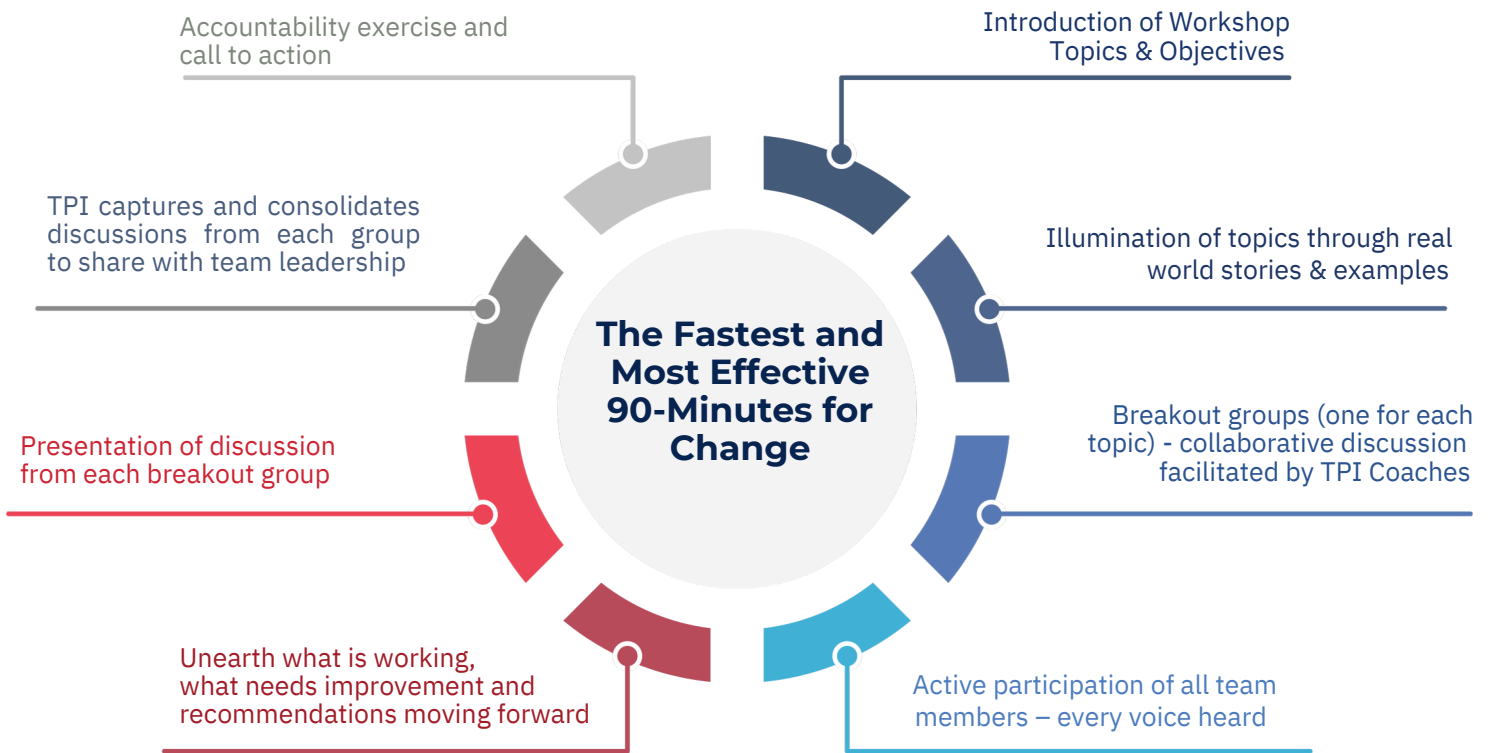
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WORKSHOPS

Elevate your team with an Interactive workshop designed to drive a winning culture and positive mindset

Proven strategies to enhance business development, client acquisition and retention, team chemistry, motivation and more. Engagements cover sales, performance, leadership and other team-building topics in a high-energy, interactive session customized to integrate corporate goals and team objectives.



Workshop Topics*

Growth Mindset	Leading Through Change	Emotional Intelligence
Empowering Others	Sound Judgment	Transparency
Managing Complexity	Business Perspective	Strategic Planning
Effective Communication	Results Orientation	Visualization

*Topics can be customer-tailored to meet your business needs.

(90) Minute Virtual Workshop Sample Agenda

(9:00 AM – 10:30 AM):

- 9:00 – 9:05: Welcome
- 9:05 – 9:10: Introduction - Group Discussion
- 9:10 – 9:30: Workshop Topic Sparks (ex – Communication, Managing Change, etc)
- 9:30 – 10:00: Small Group Breakout(s)
- 10:00 – 10:25: Report out of Breakout Group Results
- 10:25 – 10:30: Closing

(3) Hour On-Site Workshop Sample Agenda

(9:00 AM – 12:00 PM):

- 9:00 – 9:05: Welcome
- 9:05 – 9:45: Introduction of Topics and Goals – Keynote Messaging
- 9:45 – 10:15: Small Group Breakout #1
- 10:15 – 10:45: Report out results from Breakout Groups
- 10:45 – 10:55: Break
- 10:55 – 11:15: Small Group Breakout #2
- 11:15 – 11:45: Report out results from Breakout Groups
- 11:45 – 12:00: Key Takeaways/Action Plan moving Forward

**Workshops
Customized
Specifically to
Your Company
Needs**

“

A few words from our clients

“I liked the stories and how they related to my work. I liked the conversations in groups. They brought a lot of ideas to the table for me to think about.”

“I have been through a dozen leadership workshops and they all seem to drag on. TPI was engaged and enabled the participants to be engaged. It flew by and I was disappointed it was over.”

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EXECUTIVE PERFORMANCE COACHING

Trust Our Experts to Push Your Team to the Next Level

Leadership coaching designed to help executives and their teams realize their full potential. Ideal for new leaders, senior leaders taking on new roles, proven leaders looking to get to the next level and leaders guiding their teams through adversity and change.

Our process for getting you the results you want is based on one-on-one coaching sessions intentionally tailored to meet your needs and goals. Because we believe that a person is more than just flesh and bone, we seek to bring together the mental, physical, and emotional dimensions of each client so that the whole person is involved in the growth and transformation of the coaching work. Because of the depth and breadth of our elite, accomplished team, we match each client with a coach that we believe will bring out the greatest potential in them.

Assessment

Gaining a true understanding of the client leads to the best connections and outcomes. Our assessment tools identify your strengths and areas for development, benchmarked against thousands of your peers at the same level in the same industry around the world. This evaluation is tailored to you and/or your executive team. It will reveal the strongest attributes, leadership styles, and focus areas for growth.

1

Goal Setting

Leaders with goal-directed lives become top performers and exude team excellence. We will focus on your personal and professional goals and define what the winning path looks like, then pair each client with a personal coach chosen specifically for them.

2

Team Performance Institute's Proprietary 4-Step Process

Coaching

Optimizing your potential is a process, not an event. Our coaches will partner with you on this journey. We focus on a results-oriented, purpose-driven coaching engagement. TPI will work within a custom curated curriculum aligned with your goals and objectives. Your coaching relationship will be flexible in order to address real-world needs, stresses, and tensions that arise.

3

Completion

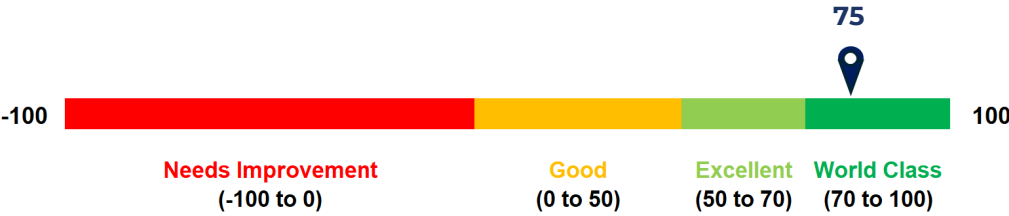
As each engagement ends, TPI coaches will consolidate lessons, highlights, and insights into an action plan for your future. Your TPI coach will talk through the journey, discuss progress points, and map new milestones

4

We Know Our Coaching Program is Great, But Don't Take Our Word For it

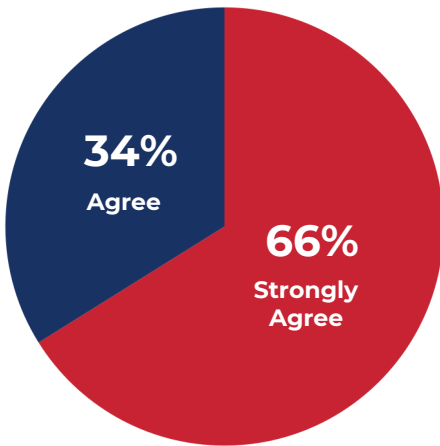
Below are the results from the 3rd Party Survey performed by Synergistic Research.

Net Promoter Score for Executive Coaching



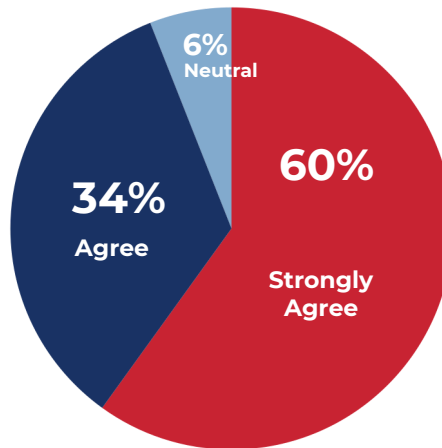
The Net Promoter Score is a measure of customer satisfaction and TPI's overall NPS score of 75 ranks our Executive Coaching in the exclusive "World Class" category.
*Third Party Research 2021

'TPI Executive Coaching helped me improve my professional performance'



*Third Party Research 2021

'TPI Executive Coaching helped me better lead my team to results that supported the business goals of my organization'



82% said
"TPI Executive Coaching is the best professional training I have ever received."



'I was able to fit Executive Coaching into my schedule'

Strongly Agree



Agree



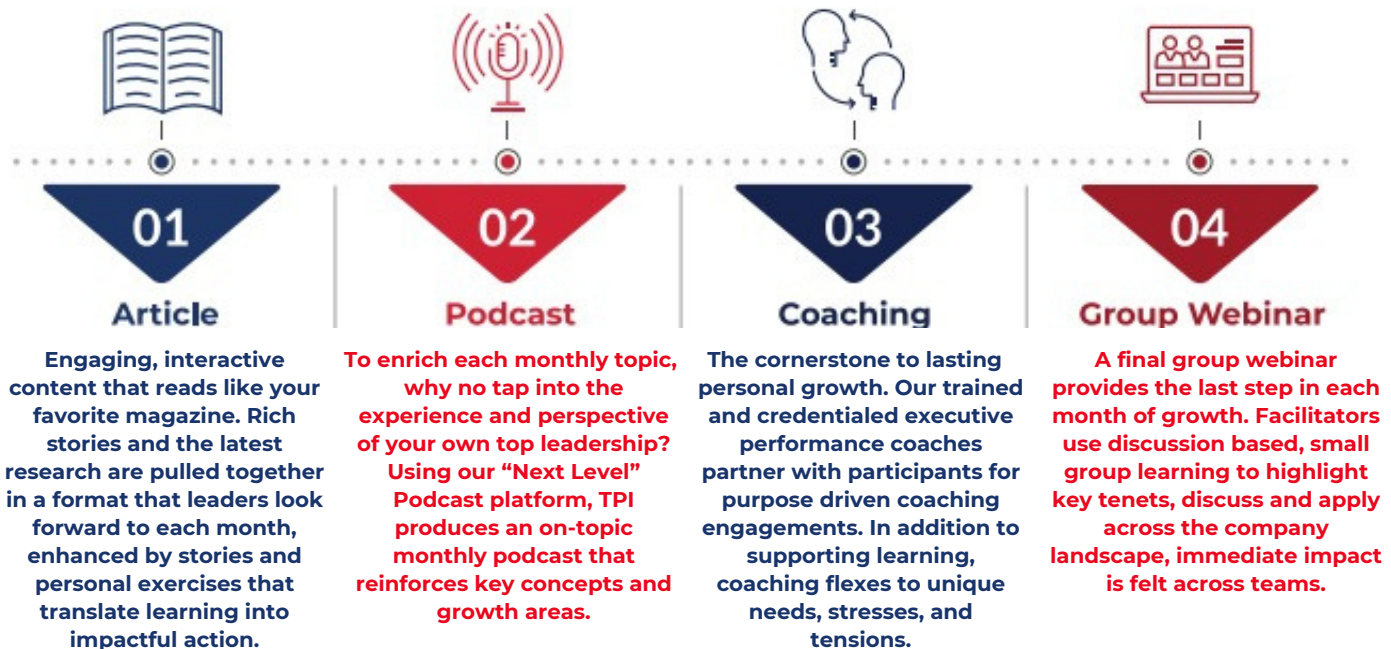
*Third Party Research 2021

LEADERSHIP DEVELOPMENT PROGRAM

An Immersive Leadership Experience, Built For Impact

Based on topics chosen by your key leadership, this fully customized program specifically aligns to your organization's goals and perspective by leveraging the power of 4 distinct delivery methods each month: Interactive articles crafted by our PhD researcher/writer team; on-topic podcasts with organizational leadership; one-on-one executive performance coaching to support a participant's unique journey, and a team-based webinar that wraps up the month's growth and learning.

The Monthly Path To Growth



Leadership Development Program Module Descriptions



Growth Mindset

Leaders will learn/review the concepts of Neuroplasticity and Growth Mindset through material rooted in the tenets of Stanford professor Dr. Carol Dweck's breakthrough research that abilities – intelligence, leadership, talent – can be built and developed over time. Students will create an awareness of how Fixed vs. Growth Mindset is showing up for them in work and in life and identify specific ways to apply Growth Mindset in support of personal growth and success within the organization.



Effective Communication

In the study of powerful communication, leaders will learn and understand how the feedback loop is essential to creating a shared understanding. After examining the factors that challenge effective communication in the business environment, students will apply active listening and other techniques to improve shared understanding across teams. Powerful TED talks, models and examples drive home the ability to identify and immediately apply improved communication techniques.



Empowering Others

Through examples ranging from Albert Einstein to Jeff Bezos and General McCrystal, leaders will learn about the role and function of empowerment in the modern workplace environment. Exercises and examples will allow students to create an awareness around the effects of empowerment on personal motivation and organizational performance. Finally, students will identify powerful leadership strategies to increase empowerment in their own sphere of influence.



Leading Through Change

The Leading through Change module provides insight into activities that best position the organization for the future while allowing leaders to foster a climate that tolerates risk and embraces experimentation. Leaders will study and develop strategies to recognize and understand external factors acting upon the organization, achieve desired outcomes, and lead/communicate across teams during times of change or growth.



Managing Complexity

Through the study of real-life examples and the latest in research, leaders will dive into the drivers of complexity and how it shows up in the modern workplace. Content and exercises support a solid understanding of the differences between complex and complicated problem sets and create an awareness around the ways to recognize and manage complexity to improve organizational performance.



Sound Judgement

Through the illustration of real-life examples and the latest in decision-making models, leaders will develop their ability to take timely action on complex issues, developing solutions focused on desired outcomes. Self-reflection is included to support participants' ability to see underlying concepts and patterns in complex situations and take action in their own unique workplace environment.



Business Perspective

Leaders will gain insight into the drivers behind seeking perspective from different functional areas across an organization and develop strategies that take into account the external factors weighing upon their teams. With content and questions specific to their own environment, participants will consider ways to understand the strengths and weaknesses of major competitors and consider how customer perspective can be woven into the daily routine.



Transparency

Through unique content and exercises, leaders will learn to develop and support the type of transparency that fosters improved relationships, motivation, clarity, and purpose within the organization. With an awareness of the direct ties between transparency, individual satisfaction and organizational performance, participants will actively develop leadership strategies to improve this key element to high performing workplaces.



Results Orientation

This module supports a leader's ability to align resources to accomplish key objectives by assigning clear accountability and aligning organizational resources to the right problem sets and outcomes. Exercises and self-reflections reinforce the ability to address the concerns of key stakeholders and align teams to prioritized goals that move the entire organization forward.



Strategic Planning

In this module, the strategic planning process is reinforced and developed as the constant connecting and reconnecting of desired outcome to necessary steps and the seeking of input from across the organization. Using real-world examples and models, leaders will strengthen their approach to strategic planning and walk away with a strong focus on the future, without losing site of today.



Emotional Intelligence

Leaders will strengthen their understanding of emotional intelligence in the workplace with a focus on the application of self-awareness, self-regulation, social awareness, and social skill in demanding, fast-paced settings. A thorough personal SWOT analysis, in combination with insightful exercises geared to applying learnings immediately, ensure the topic remains immediately applicable and relevant to each participants own environment.

“

My team has been moved to action. The credentials of TPI's coaches read like a who's who of impressive life achievements – from military special operations to PhDs. More importantly, they reinforced the intrinsic values we highly regard in our leadership team. Not only is my team more driven to improve their organizational performance, but they're more empowered in their personal lives as well.

Ray Lipsky

Senior Vice President, DellEMC

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TEAM OPTIMIZATION PROFILE

TPI's unique set of coaching and advising tools cuts through the noise to bring out your greatest leadership potential

Process



Our experiential team optimization process is tailored to reveal your team's strongest attributes, leadership style, and focus areas for improvement – including emotional intelligence, growth mindset, and potential blindspots.

TPI seeks to bring together your team's mental, physical, and emotional dimensions so that the whole team is involved with the growth and transformation. The depth and breadth of the expert coaches at TPI allows us to match your team with a coach best suited to foster potential and advance your leadership capability to the next level.

Examples of Tools

- DiSC
- StrengthsFinder
- 360
- EQ-I 2.0
- Ravens
- Behavioral Insights
- Enneagram
- Hogan
- Positive Intelligence
- Leadership Circle
- VIA Character
- Leadership & Innovation Skills Assessment (LISA)

Our Clients' Experience



Maximized individual and team effectiveness, especially during times of stress



Enhanced ability to receive and provide feedback



Awareness of blindspots in leadership style and strategies for improvement



Improved cohesiveness of leaders and their direct reports



Bringing their best selves to work through a personalized understanding of themselves and their direct reports

“

Team dynamic is crucial. From role clarity to understanding how cross functional teams interact under normal and stressful situations, understanding yourself and your peers EQ helps with tenured and new team members. Performance management is about rising all team members to a common ground, and this the facilitation by TPI certainly establishes the groundwork.

Tom Simpson
COO, Cincinnati Bell

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CONTACT US

Rise up to meet new challenges so you can seize your lucrative position in the marketplace. The key to creating a high-performing organization can be found in teams that are unified challenges.

Team Performance Institute is ready to help you forge an elite team of leaders who are prepared to overcome change and take on every challenge.



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