

Preparing Organizations for Tomorrow's Challenges — Today

Capabilities Statement



**Resource
Development
Systems** LLC

Managing the Human Side of Business SM

**The Best
organizations
don't just do
things differently
— They do
different things!**

Too often organizations make things more complicated than they need to be. Focusing on the simple things—the basics—and focusing on them consistently will help organizations not only survive in challenging economic times, but also to thrive. It is the simplicity of the **Seven Elements of High Performance**TM that allows any organization that chooses to be successful to achieve the results they seek.

When you have disciplined people, you don't need hierarchy. When you have disciplined thought, you don't need bureaucracy. When you have disciplined action, you don't need excessive controls.

**Jim Collins
Good to Great**

Performance Consulting

Three years of initial research, learning what is important to exceptional performance in organizations. What we found were the **Seven Elements of High Performance**TM. As we continue to review the most current research we find that the Seven Elements are just as powerful today as they were the day we discovered them in 2005.

But it isn't enough to know what is important for high performance to exist. There must also be simple approaches and tools that will allow an organization, its leaders, and its employees to put those elements into action in a consistent and constant manner.

That's what **Resource Development Systems** LLC helps you and your organization to do. We give you simple, yet powerful approaches and tools that allow your organization to become more effective at **Managing the Human Side of Business**SM. This results in the achievement of your goals.

Founded in 1997, **Resource Development Systems** LLC is an Authorized Inscape Publishing Distributor and supplier of their DiSC® based profiles and tools. Coupled with our researched based programs, **Resource Development Systems** LLC can provide the skills and tools needed for managers at all levels to build stronger relationships and increase communication with their employees. This results in increased employee engagement, and greater clarity and alignment, which then leads to enhanced organizational performance.

The 7 Elements of High Performance

- Put **People** at the **Center** of everything you do; employees, customers, and community
- Build **Trust** as a **Foundation**
- Allow **Personal Responsibility** through **Individual Decision Making**
- Share a **Vision** of an **Aligned Purpose, Values, and Goals**
- **Create Emotional Connections** through **Leadership**
- Focus on **Strengths** and **Accentuate the Positive**
- Encourage **Innovation**, because **Good Enough is Not Enough**

Programs and Services



All of our programs are designed to be delivered over time, allowing participants to actually put into action what is learned, actually making a positive impact on organizational performance.

Our programs are specially designed so that they become customized to your organization as they are implemented. Based on the research, what is learned is always the same. How the learning gets put into action always is different because each organization is different.

One of the foundations of all of our programs is the **DISC Behavioral Styles** model. People are at the center of High Performance and we need a powerful model that can allow leaders in the organization to understand and engage those people. **DISC** is that model and it offers a variety of tools to help leaders in **Managing the Human Side of Business** SM.

The Seven Elements of High Performance have been adopted and are being taught at the US Navy's Center for Naval Leadership at all levels of their leadership development programs.

Executive Effectiveness

Team Quest™ — an Executive/Senior Team teambuilding program designed to insure clarity and agreement on the topmost level team in the organization, be it a local plant, or the corporate headquarters. The goal of this program is to insure that before moving forward with other organizational performance enhancement program that the Executive/Senior Team is proceeding with One Voice™.

Vision Quest™ — a strategic planning process that provides the organization with a long-term, focused, yet flexible strategy for driving performance in the organization. Outcome of this program will result in a clear and well defined Purpose and Values, as well as a set of well thought out Goals and a balanced scorecard for measuring the performance of the organization.

Leadership Effectiveness

Leadership Connections™ — a management development process for engaging performance at the team and individual levels of the organization. Leadership Connections™ is a long-term, and well planned program that is designed to help managers learn how to create the kind of environment where their people can excel. What makes this program really unique is that managers who are participating in the program have application exercises that they complete between their once-a-month sessions. Some exercises require reading and working with other managers, while others require them to meet with their employees, individually and as a team, to discuss the interpersonal issues that impact performance for the employee and the team. Managers also teach them some of the concept that they are learning, including the DiSC model, giving everyone a common language for discussing and improving behaviors that lead to increased employee engagement and increased individual, team, and organizational performance.

Organizational Effectiveness

Work Engagement Survey™ — an employee engagement survey that measures key issues that impact employee engagement which impacts performance. While you measure employee engagement by the organization, division, department, or team, you build employee engagement one employee at a time. The Work Engagement Survey™ does both at the same time. Employees take the survey, giving the organization an invaluable look at what is happening on a global scale. But each employee also receives a copy of their results, giving managers a great tool to talk about what matters most to each employee. No other employee engagement survey offers this tool for building employee engagement in your organization.

Team Effectiveness

Team DISCOVERY™ — a teambuilding program for intact work-teams. This program is designed for those key teams that need additional focus, or for use in very small organizations. The program focuses on increasing clarity and agreement about why the team exists, what they have to achieve, and what each team member has to do so that the team can achieve their desired outcomes.

For More Information Please Contact Resource Development Systems LLC