

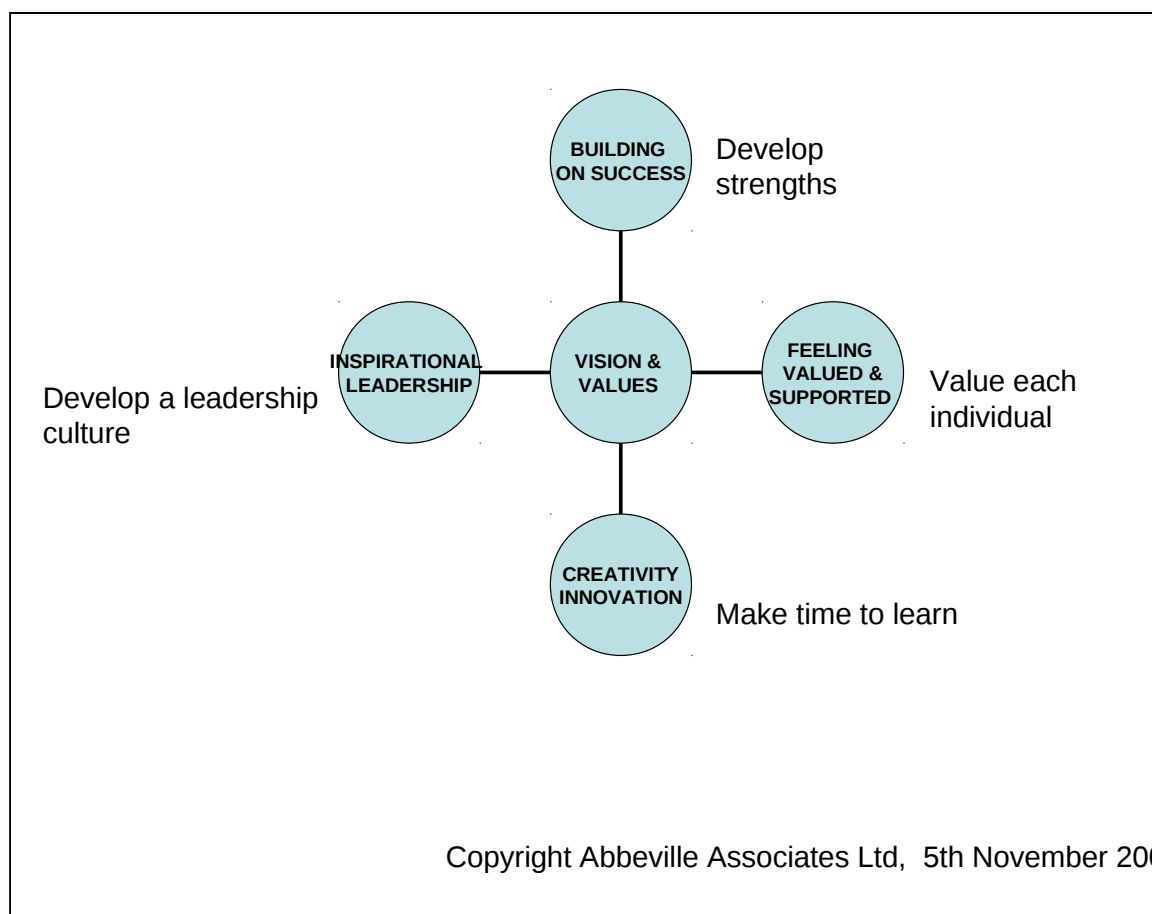
# ABBEVILLE ASSOCIATES – PERFORMANCE EXCELLENCE

## The Abbeville Associates Performance Excellence Model

### What is it?

The model is a framework setting out some key characteristics of high level performance for individuals and teams.

For example, effective performance results from **SHARED VISION AND VALUES** which underpin a culture of **LEADERSHIP** at all levels. **BUILDING ON SUCCESSES** and supporting and valuing the **CONTRIBUTION OF EACH INDIVIDUAL** are key to high performance.



### How does it work?

The framework is underpinned by a detailed questionnaire which team members complete on-line. The questionnaire examines what has worked well, what could be even better and provides a framework for thinking about strengths and areas for development. Participants reflect on the previous 12 months, and consider how they can set themselves challenging targets for the year ahead.



In addition, the questionnaire encourages team members to say whether they feel valued and supported in their work, and to offer feedback on company wide issues relating to morale and engagement in their work objectives. A skilled consultant will then analyse the results and give one to one feedback to each leader, identifying with them areas of strength and areas for further work.

A detailed, confidential report is sent to participants and at the same time a summary report, giving feedback on company wide issues is sent to relevant senior managers/company directors.

## What are the benefits?

Using the Abbeville Associates Performance Excellence approach offers participants an insight into individual and corporate strengths – whilst at the same time highlighting any skills, or experience which are underutilised.

Team members are engaged in the process of assessing their own performance, setting challenging goals for the future and identifying where they need further development.

In addition to individual feedback, we will prepare a report giving an analysis for the leadership group as a whole, of strengths and areas for development. This will contain recommendations for specific work to enhance skills, behaviours, or other aspects of leadership such as communications.

The Framework is developed around a shared vision and values, and skilled feedback from our consultant is designed to motivate and energise individuals. The approach can be used to demonstrate a company's commitment to individuals, colleagues and customers alike. It is, therefore, a highly effective way of enhancing the performance at all levels, and signalling to everyone that individual performance matters.

## What do I do next?

If you would like to know more, or to discuss using the Performance Excellence Framework in your organisation or business, please contact us...

### ...at the Abbeville office:

Tel 020 7720 1830  
Mob 07900 490465

### ...by e-mail:

[admin@abbevilleassociates.co.uk](mailto:admin@abbevilleassociates.co.uk)

### ... or via our website contact form:

[www.abbevilleassociates.co.uk/contact-us](http://www.abbevilleassociates.co.uk/contact-us)

