

**Where Human Capital  
Meets Potential**

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**Foster individual, team,  
and business growth.**

Employee engagement and retention will be two of the top five priorities in organizations that want to grow exponentially in the next decade.

FIT sets a new standard for team productivity by providing a platform in which participants are guided to give and receive feedback, maximizing individual, team, and business results.

Raise the bar on what you expect employees to contribute to teams.

*The saddest and most devastating waste of resources in corporations today is the untapped creativity, enthusiasm and discretionary effort, lying dormant in the hearts, minds and spirit of the workforce*

*- Bernard A. Nagle*



**Strategic Solutions**  
in Performance Management LLC

## **Framework for Improving Teamwork (FIT)™**

A team building strategy to increase employee engagement and effectiveness

## **Why FIT?**

Articulating and delivering good feedback in the workplace seldom happens on its own. The FIT Program sets a new standard for team productivity by educating members to give and receive feedback maximizing individual and team results. FIT uses a combination of group and individual coaching to achieve results immediately, with tangible outcomes that teams employ right away. Compared to a 360 degree feedback process, where feedback is summarized, authors kept confidential and feelings of skepticism prevail, this experience delivers an acquired skill, a more applicable, longer lasting benefit.

Other team building tools are focused on assessments and labels, but the team improvement behaviors and outcomes are unclear. Framework for Improving Teamwork gets right to the core of business among the team – resulting in rapid improvement in productivity and collaboration.

## **How does FIT help my organization?**

- FIT** Increases productivity through communication, focus, and accountability.
- FIT** fosters collaboration among multiple generations in the work force.
- FIT** Increases employee satisfaction, confidence, and competence.
- FIT** uses a combination of group and individual coaching to achieve results with tangible outcomes that teams integrate immediately with a sustained benefit.
- FIT** is customized to your organization and gets right to the core of business through objective feedback.
- FIT** is applicable to varying business models and market segments.
- FIT** Increases organizational spirit through the unleashing of creativity and innovation based on common goals.

# How does FIT work?

Framework for Improving Teamwork (**FIT**) is a three step program conducted over a one month period that raises the bar on what you expect your employees to contribute to teams. Teams achieve quick results by defining, stating, and advancing constructive feedback in a collaborative environment. **FIT** is perfect for new or existing teams of 4-7 people within organization sizes from 4 to 4,000 employees.

## The FIT process

**FIT** is a 30 day (variable) program consisting of group and one-on-one elements that can positively make an impact regardless of industry or demographics.

Organizational white space refers to the work that bleeds between departments, processes and team members. When there is not enough clarity or definition, responsibilities are unclear. This white space works in opposition to productivity, teamwork and results. The **FIT** program identifies your organizational white space and gives your team members the tools to eliminate it, resulting in better engagement and team results.

### Client quotes:

*"Definitely beneficial; it really forced us to step outside of our comfort zones and deliver feedback, suggestions, and other valuable conversation that we otherwise would not have done."*

*"I got valuable feedback from team members"*

*"I appreciated the feedback. The exercise was more helpful than I expected."*

*"I appreciated hearing the good things I am doing that people like"*

*"We learned better ways to operate as a team."*

CREATIVE

EFFECTIVE

INNOVATIVE

COMMUNICATION

### About us:

Look to Strategic Solutions in Performance Management LLC to increase productivity and collaboration in your organization through:

- Programs designed to retain, engage, evaluate and develop
- Performance management plan design
- Management and leadership training
- Establishing consistency post-merger/acquisition
- Human capital audits and due diligence
- Custom and pre-developed competency training