



The programme

‘Breaking the Mould’ is a performance development programme that creates the workplace conditions needed by staff to enable them to improve their businesses performance.

Participants discover how to release themselves from the administrative burden of target setting, performance monitoring and number crunching, and create immediate improvements in performance. Resulting in the release of new ideas from all employees and a transformation of attitude, behaviour and morale across the business.

A three day ‘action-based, workshop’ developed from the work of Peter A Hunter and author of the book ‘Breaking the Mould’, co-course deliverer.

We also make exclusive use of the **Award Winning Video, “Hopscotch – Six Steps to Change”**

Participants discover how:

- ◇ teams set and achieve their own objectives
- ◇ teams can take real ownership and pride in the way they deliver work objectives
- ◇ teams generate their own reports and data
- ◇ Teams create an environment that allows them to achieve performance that has been known to make grown accountants weep.

Ongoing support is provided to ensure lessons learned become ‘business as usual’. We also ensure the same sort of performance improvement are achieved that others have realised in the past.

Programme benefits

One organisation made savings of £3.9 Million in the twelve months following the implementation of this approach. That was £27% of their annual operating budget.

Another realised an 800% performance improvement in one of their critical operations in three weeks! That performance improvement was then sustained for the next seven months, without further intervention.

Each delegate receives a copy of “Breaking the Mould,” signed by the author Peter A Hunter.



Over three days delegates explore:

- ◇ how to produce an immediate, measurable ‘Return on Investment’
- ◇ measurable and immediate performance improvements that accrue when the workforce is allowed to take ownership
- ◇ what to do to sustain the improved level of performance in the long term

- ◇ the value of behaviour as a tool for creating performance improvement
- ◇ what performance blockers are and how to overcome them
- ◇ setting expectations and establishing benchmarks
- ◇ the structure for collecting value from, and distributing feedback to, the workforce
- ◇ performance facilitators and the practical tools that allow them to be used.

What others have said

"Peter's thinking and his book are excellent. Should be a bible for all aspiring 'good' managers. Clear message ‘do not’ micro manage people and personalities, manage the overall and the business will make progress’.

Dave Hull, Ford, Essex

“An engaging and powerful tool for organisational change.”

Steve Bownass AMBIT

Once Peter showed them someone was listening they went from being an intimidated silent front line work force to being proud and knowledgeable of what they were doing.

Ana Ximenes CEO RLG International.

Venue: Client premises

Duration: 3 days