



ELIMINATE MARGINAL PERFORMANCE HIGH PERFORMANCE COUNSELING™

The traditional discipline system used by most companies minimizes communication, employs threatening language and doesn't usually result in changed behavior.

The problem is this—punishment is not instructive. It cannot teach a new behavior or solve a problem. Using a performance management system based on punishment and threatening language will not yield high performance.

High Performance Counseling™ teaches leaders to master performance improvement conversations. By incorporating a powerful adult-to-adult process with practical real-life simulations, leaders gain confidence addressing difficult situations.

The workshop equips leaders to determine the root cause of problems through questioning, paraphrasing and modeling non-defensiveness. The result is improved performance or the resignation/termination of someone who does not choose to improve.



“I sat through an entire day of High Performance Counseling training, and even participated in the exercises for that training. I was very impressed with the innovative manner in which this program places personal accountability on the employees for not only meeting their employer’s expectations, but achieving their own goals.”

– **Jay Wallace,**
Board Certified Labor & Employment Law

Consider how different High Performance Counseling is from traditional discipline:

	Traditional Discipline System	High Performance Counseling
Goal:	Discipline	Problem-solve
Problem Ownership:	Supervisor	Employee
Supervisor’s Mindset:	Document, Build a case for termination	Understand the root cause
Communication Style:	One-way, Parent-child, Ends with a threat	Two-way, Adult-to-adult
Outcome:	Fear, Anger, Hopelessness	Commitment to change behavior and increased performance or Resignation

After completing High Performance Counseling, you will be able to:

- Manage difficult situations with confidence
- Apply problem-solving skills like questioning, reflecting and paraphrasing
- Model non-defensive communication while delivering performance-focused feedback
- Resolve chronic performance problems instead of simply documenting them
- Deal with employees as adults by ensuring that ownership for performance improvement remains their responsibility
- Develop the reputation of managing employees in a fair and positive manner
- Ensure employee commitment, not just compliance
- Establish an effective and repeatable system that ensures high performance

About HPWP Consulting

Located in Rome, GA, HPWP Consulting delivers comprehensive leadership development and organization effectiveness services. Developed, refined and practiced for over 30 years, the HPWP work culture has had a profound impact on organizations nationally.

Who Should Attend?

- Supervisors
- Managers
- Human Resource Professionals

Take the Next Step!

Contact us today! Schedule High Performance Counseling today by calling (877) 774-HPWP (4797) or visiting our website at www.hpwpconsulting.com.

“High Performance Counseling is the only process I’ve ever found that effectively addresses performance problems.”

– **Lori Bishop,**
Vice President of Human Resources
Research Now

“When you consistently provide performance-focused feedback that’s adult and two-way, everything just gets better. It improves morale, trust, quality, efficiencies – everything!”

– **Chesley (“Check”) Heck,**
Sr. Director of Manufacturing
Southeastern Mills

“I started using this process immediately. I continue to be amazed by the results. It’s the difference between true commitment and just compliance.”

– **Joe Perkins,**
Warehouse Manager
Pate Dawson Company

