

[spitfireconsultancy.com](http://spitfireconsultancy.com)

# | PERFORMANCE



**Spitfire**

Strategy | Performance | Coaching

# Spitfire. People Transform Performance.

We work globally helping clients unlock potential to accelerate growth, build resilience and agility to thrive in a rapidly changing world. Together we achieve exceptional results with positive lasting impact on more than the bottom line.

Our difference is the unique blend of **strategy**, **performance** and **coaching** we provide that delivers real change through people.

## Strategy

Shaping & defining your direction, engaging people to make it happen

## Performance

People making the difference through teamwork, problem solving, and implementation

## Coaching

Working with people to passionately seek and fulfill their own potential

# | What is Performance?

**“We are what we repeatedly do. Excellence, then, is not an act, but a habit”**

**Aristotle**

# | Performance improvement is right for you if.....

- > There is a need for a **step change** in your critical business results
- > What you're doing isn't working anymore
- > You recognise the collective power of your **people** is the key to overcoming the challenges you're facing
- > You're consumed with firefighting activities that prevent you from making **improvements**

# | You're ready for performance improvement if.....

- > You have a **clear strategy** which highlights a performance gap that needs to be closed
- > There's a need for an **immediate** transformation of your outputs
- > You want to **enhance** your **people** and **business processes** in a truly **sustainable** way
- > You need a change in **collective behaviours** to enable your performance improvement

## Myth #1

“Improving performance means adding resources”

**Reality:** We believe in unlocking potential both in terms of people and business processes. Our approach encourages us to strive to maximise these before having to look at adding further resources. We find this stimulates the innovative thinking required to bring about improvements and effective problem solving.

## Myth #2

“Improving performance means reducing headcount”

**Reality:** At Spitfire we believe creating engagement through people is fundamental to transforming performance. We pride ourselves on helping clients to align performance improvement activities to positive outcomes for their people. We create win-win situations that motivate people to make the changes required.

## Myth #3

“Training improves performance”

**Reality:** At Spitfire we focus on the design and learner motivation when it comes to skills development however, we don't stop there. We believe that the provision of training alone is not enough to result in improved performance. For this to happen learning is successfully achieved only once this has been transferred and applied to the workplace environment itself.

# Spitfire Performance

We understand how people really make a difference to transforming performance.

**Spitfire Performance** can help you to develop the knowledge, skills and attitude required to take you to the next levels.



We help you to focus and maximise the outputs of your people to deliver the results you need

- **Business processes** developed to encourage the right behaviours at the right times to deliver the required results.
- **People** enabled with the knowledge and skills required to actively participate in solving problems and continuous improvement.

# Benefits

## Engaged People

Highly engaged people enacting improvement and problem solving actions to help transform results and turn strategy into a reality. This will also satisfy intrinsic motivators such as gaining a sense of fulfilment and personal learning and growth.

## Competitive Advantage

The combination of enhanced results and your passionate culture of improvement will prove to be a differentiator to that of your competition.

## Achieved Outcomes

Accelerating your performance through your people to achieve your desired outcomes, by delivering exceptional, measurable results with lasting impact.

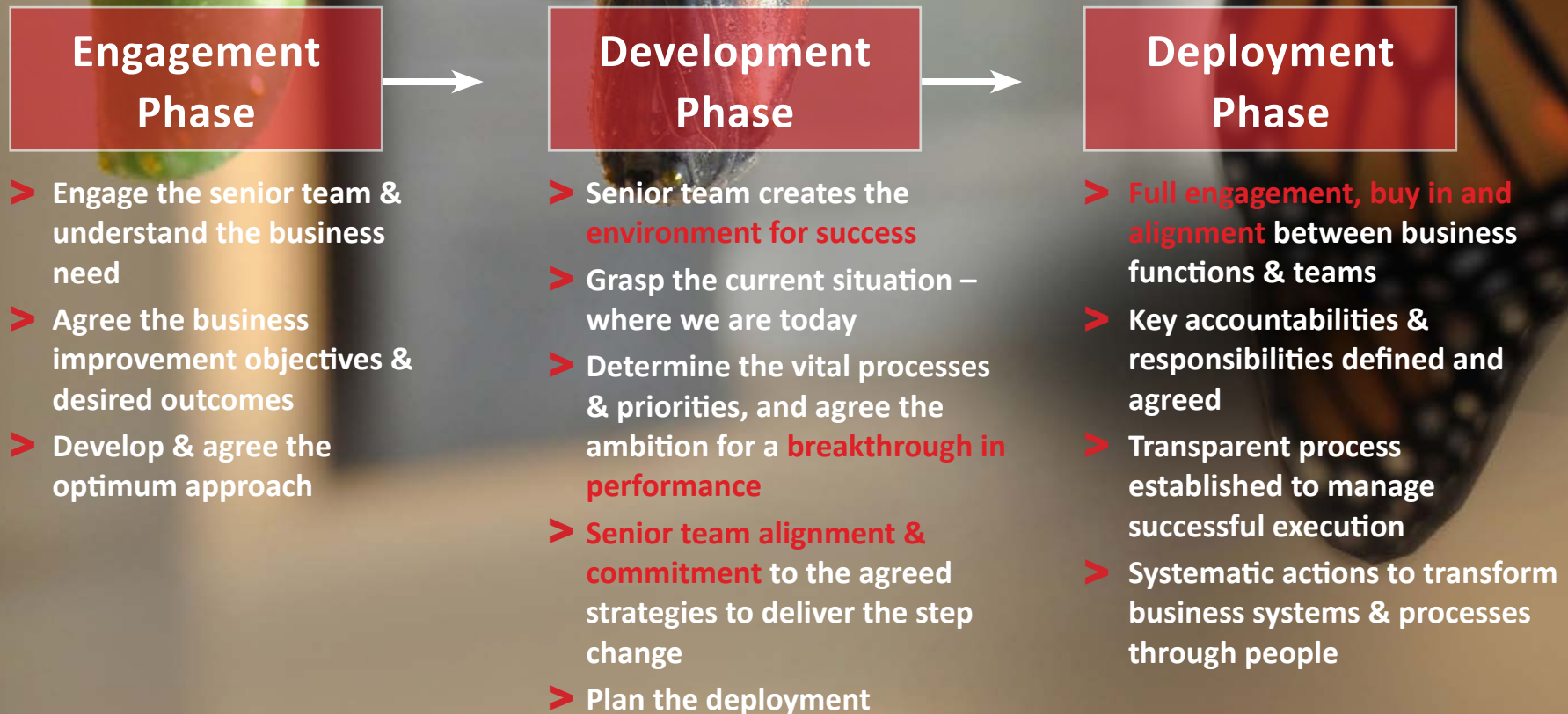
## Flexibility & Responsiveness

Striving for continuously improved performance will increase your ability to flex and respond to the ever changing marketplace.

## Spitfire Performance

# A PHASED APPROACH

We believe in the uniqueness of our clients, their people and their situations. We pride ourselves in developing bespoke and creative solutions for organisations using the following model as a foundation.





## Spitfire Performance

# BEING THE DIFFERENCE

Maximising the value added contribution of an organisation by working with people to transform business systems and processes.

**Business**

- Cost Reduction Programme
- Operational Efficiency
- Process Optimisation
- Digital Optimisation
- Supply Chain Optimisation
- Programme Management

**People**

Equipping people with the skills and capabilities to solve problems and make sustainable improvements in order to transform performance.

- Talent Development
- Skills Development
- Lean Academy
- Virtual Training
- Embedded Capability

A person wearing a yellow and black plaid shirt, black pants, and a black beanie is sitting on a large, dark log that spans across a waterfall. The waterfall is cascading down the log, creating white foam. The surrounding environment is a lush forest with many green ferns and trees. The lighting is natural, suggesting an overcast day.

# Performance + Lean = Your people making it happen

In order to create a high-performance culture it is essential that people can see the results of their efforts. This is fundamental to their motivation for continuous improvement. When people get regular feedback on how they are performing it stimulates innovative thinking and experimentation which enables continued learning and growth.

We believe that sometimes all that people need is a chance to experiment without fear of failure.

**When people develop the solutions themselves, they own the solutions and this is key for sustainability.**

**“To improve is to change; to be perfect is to change often.”**

Winston Churchill

# About Spitfire Performance

We want you to **be the best you can be**

Our **purpose** is underpinned by five fundamental beliefs.

We believe in  
your potential

We build  
relationships  
through trust

Thinking  
drives behaviours &  
outcomes

Your situation  
is unique

We ensure  
a positive lasting  
impact

We help **people transform performance**

Our **approach** ensures high impact engagement to deliver rapid change,  
following five simple steps.

We understand your  
unique objectives,  
goals & situation

We develop a strategy  
& approach to engage  
& implement

We develop  
agreed indicators of  
success

We act upon  
real-time learning

We ensure  
measurable  
return on investment

We bring our **skills & expertise** to turn ambition into reality.

Our difference is the unique blend of **strategy, performance** and **coaching**  
we provide that delivers real change through people.



**“WHEN  
PERFORMANCE  
EXCEEDS AMBITION,  
THE OVERLAP IS  
CALLED  
SUCCESS”**

**Cullen Hightower**



**WHAT COULD YOU  
ACHIEVE IF YOU WERE  
THE BEST THAT YOU  
COULD BE?**



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