

PERFORMANCE MATTERS

WHY SIMPLE CHANGES CAN IMPROVE PERFORMANCE

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Services:

- Corporate Workshops (*focused on improving managers and employee's performance at work*)
- Leadership Coaching & Development
- Leadership Assessment
- Leader Hiring Consultant
- Change Management Consultation



Question:

How many
hotdogs could you
eat in twelve
minutes?



2000 : Tack-a-ru Kobayashi



Question:

How many hotdogs
can I eat in twelve
minutes?





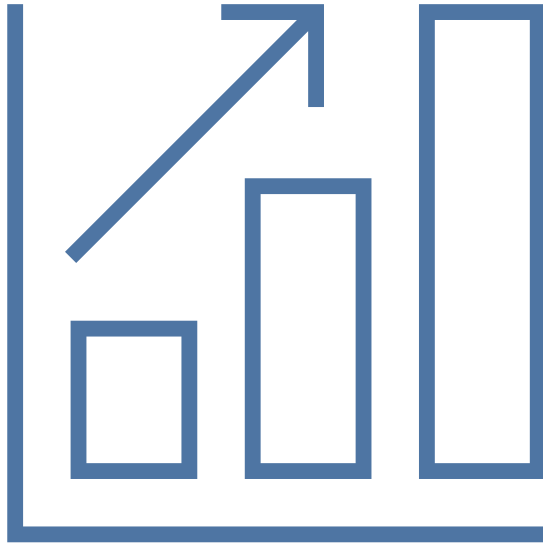
2000 : Takeru Kobayashi

Question:

How many hotdogs
can I eat in twelve
minutes?

How did he do it?

1. He visualized eating hot dogs as a competitive sport.
2. Broke down the process into small bits
3. Spent hours videotaping his practice
4. Rip the hot dog into two pieces
5. Practice chewing faster
6. Stay Fit
7. The bun dip



I want to achieve....



PERFORMANCE

the measurement of the effectiveness of effort toward the desired goal.

How can I achieve better results?

8 FUNDAMENTAL LEVERS OF PERFORMANCE



Direction



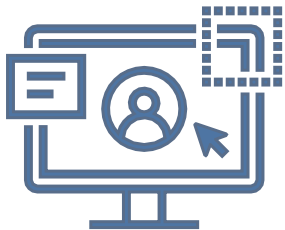
Measurement



Awareness



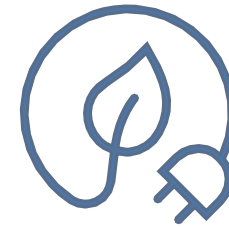
Intentionality



Practice



Community

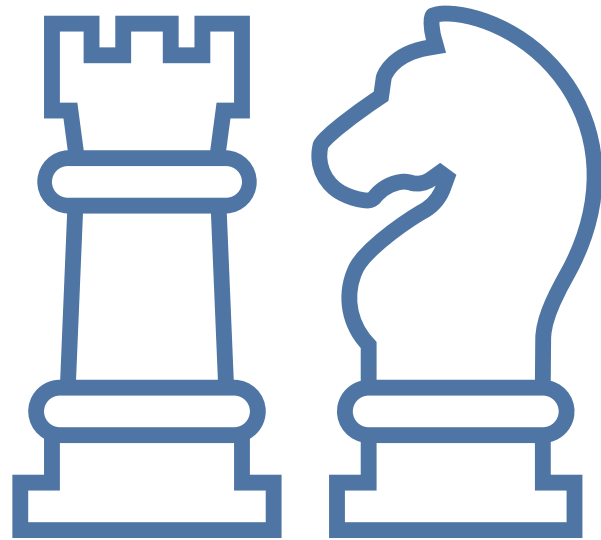


Energy



Support

8 FUNDAMENTAL LEVERS OF PERFORMANCE



SPEED COACHING

8 FUNDAMENTAL LEVERS OF PERFORMANCE



Direction

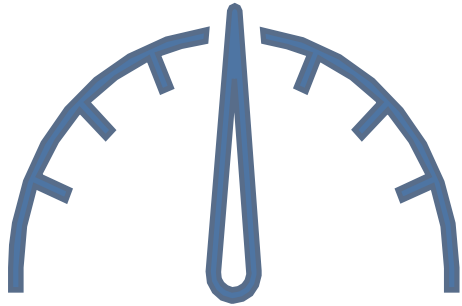
Question One:

Visualize your future, what career goal do you need to achieve to get there?

- ☐ Attain a leadership role
- ☐ Be Promoted
- ☐ Increase my Value to the organization
- ☐ Get more money
- ☐ Change Careers
- ☐ Solve an Organizational Challenge
- ☐ Personally, I want to be better at _____
- ☐ Other

8 FUNDAMENTAL LEVERS OF PERFORMANCE

Question Two:



How will you know you have been successful? What measurement will you use to gauge your success against?

Measurement

8 FUNDAMENTAL LEVERS OF PERFORMANCE



Self Awareness

Question Three:

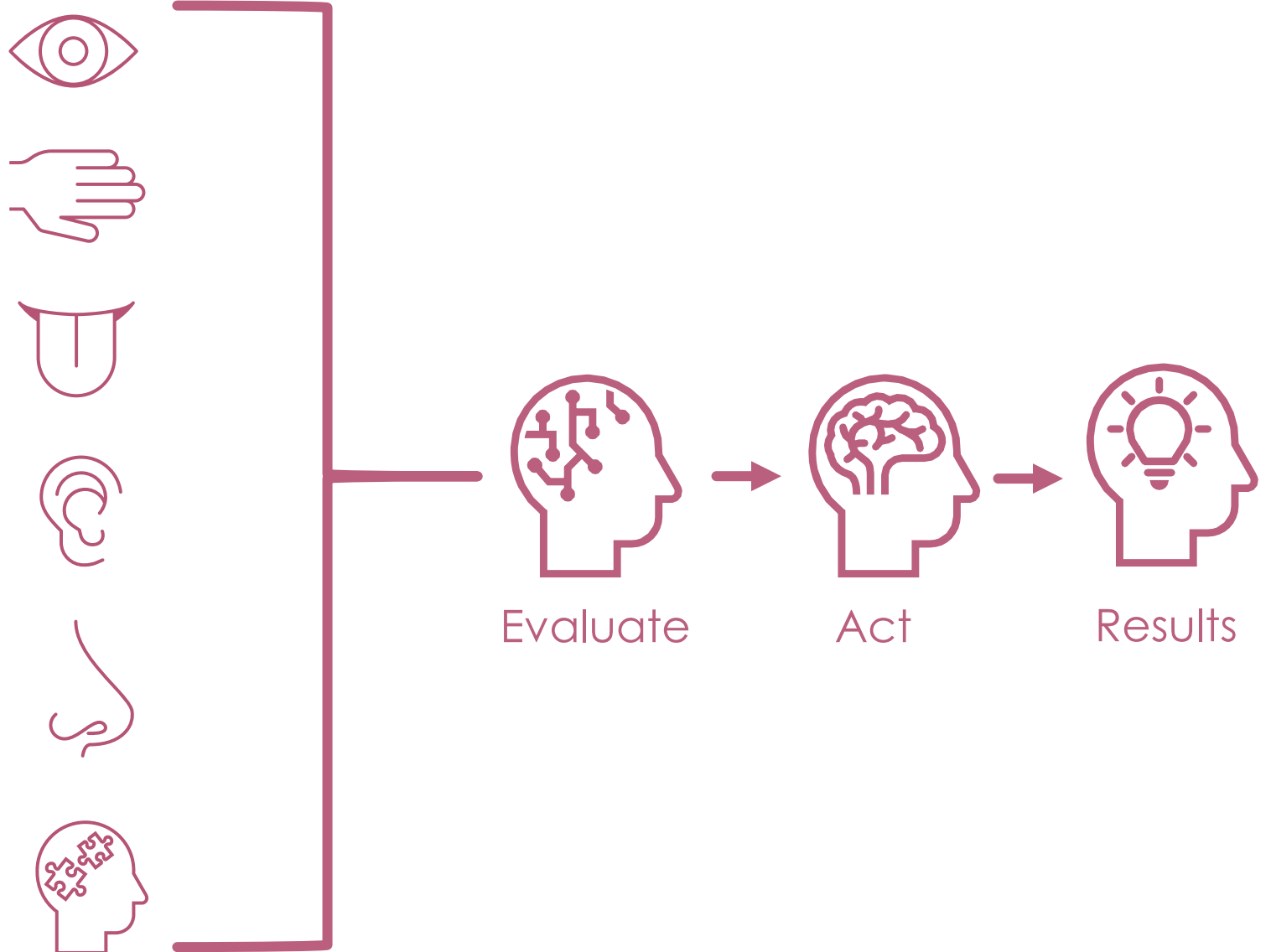
Part One: *What are your superpowers? What strengths will be useful in helping you achieve your goal?*

Part Two: *What kryptonite is holding you back? What behaviors are holding you back from obtaining your goals?*

8 FUNDAMENTAL LEVERS OF PERFORMANCE

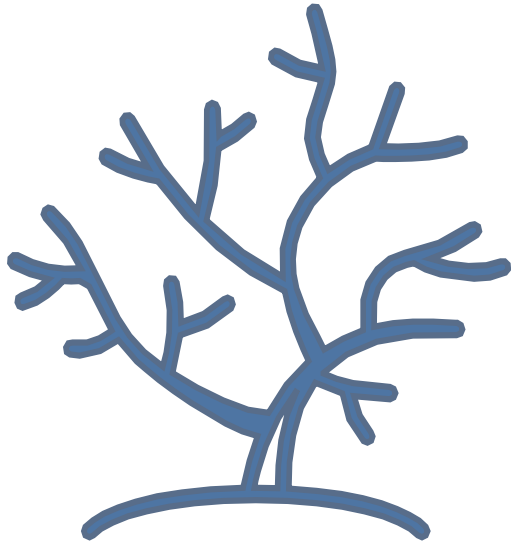


**Environmental
Awareness**



8 FUNDAMENTAL LEVERS OF PERFORMANCE

Question Four:



Intentionality

What actions or behaviors do you need to take to achieve your goal? What steps do you need to take to make your dreams come true?

8 FUNDAMENTAL LEVERS OF PERFORMANCE

Behavioral Decisions

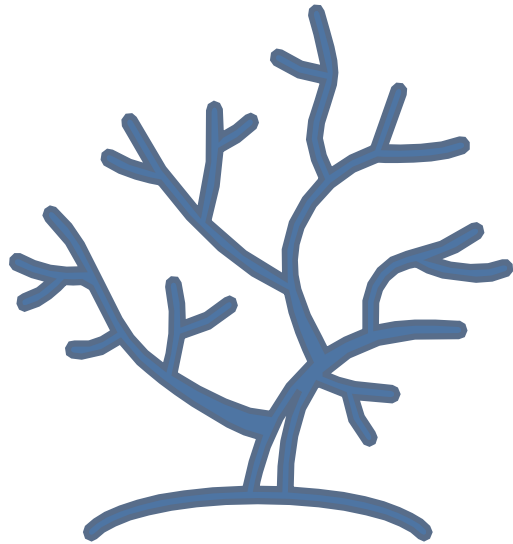
*Ask yourself, will this action
move me closer to my goal or
farther away?*



Intentionality

8 FUNDAMENTAL LEVERS OF PERFORMANCE

Making the Right Decision



Intentionality

Knowledge

Deep
Situational
Available

What do I
need to
know to do
my job well?

Ability

Skills
Practice

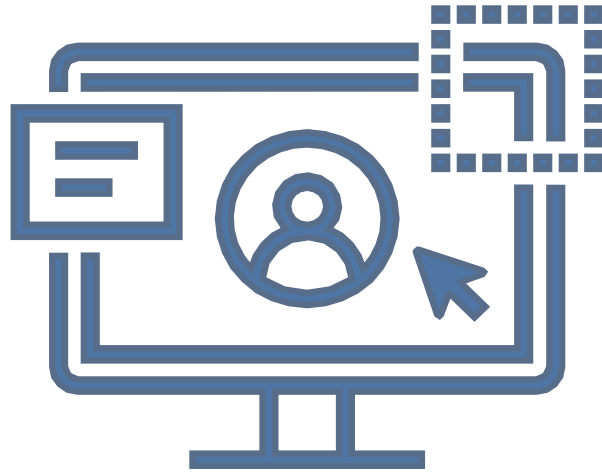
What skill
do I need to
practice to
do my job
well?

Guidance

Tools
Expertise
Processes

What
resources
will help
me at
work?

8 FUNDAMENTAL LEVERS OF PERFORMANCE



Practice

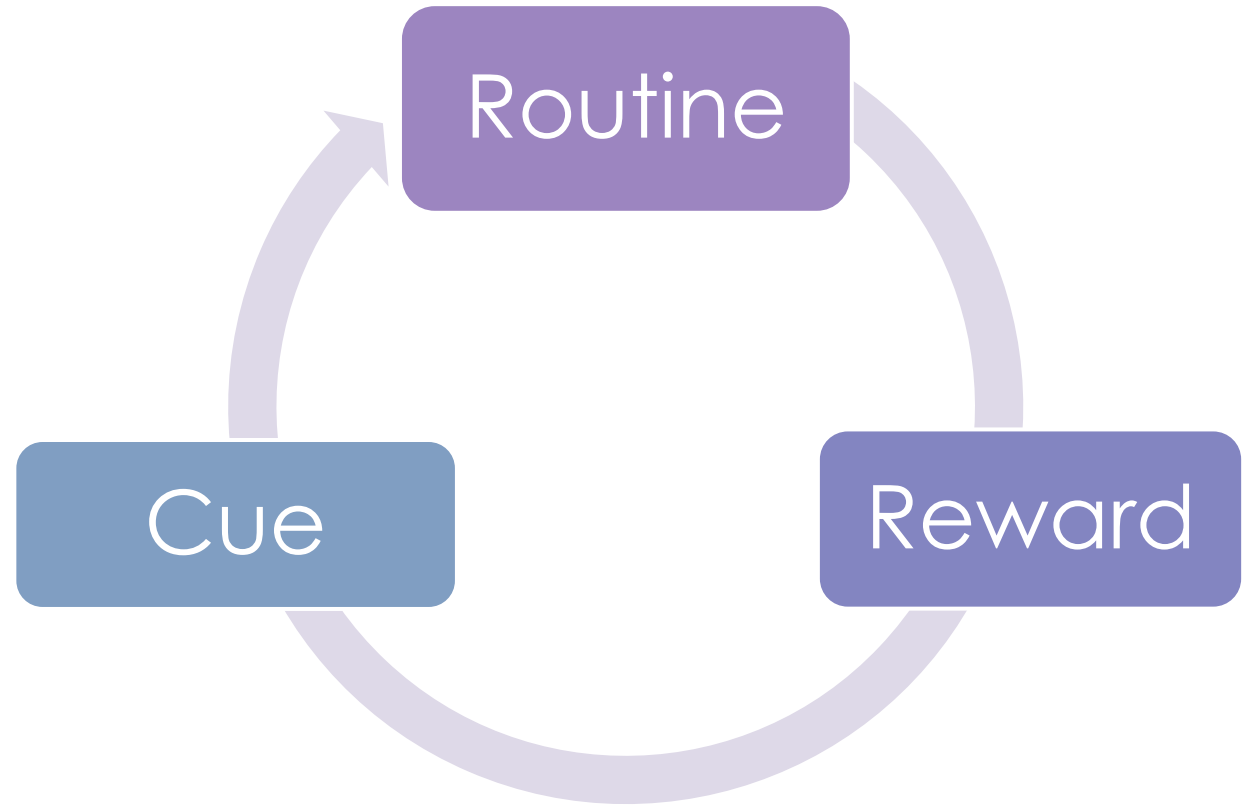
Question Five:

*Based on the behaviors and actions you need to take to achieve your goals, what skills do you need to improve?
What do you need to practice?*

8 FUNDAMENTAL LEVERS OF PERFORMANCE



*Leadership
is a
Practice*



The Power of Habit by Charles Duhigg

8 FUNDAMENTAL LEVERS OF PERFORMANCE

Question Six:



Community

Who is on your improvement team? Who in your circle of influence is willing to assist you helping you reaching your goal? Who will hold you accountable? Who will share their knowledge?

8 FUNDAMENTAL LEVERS OF PERFORMANCE



Energy

Question Seven:

Part One: *Where does your energy come from to achieve this goal?*

Part Two: *What saps your energy from achieving this goal?*

8 FUNDAMENTAL LEVERS OF PERFORMANCE



Energy

Stress:

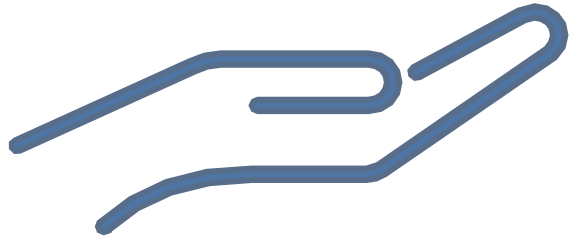
Stress reduces . . .

- ☐ *Memory*
- ☐ *Organizational Skills*
- ☐ *Visual Perception*
- ☐ *Attention Levels*
- ☐ *Zaps your long-term energy*

8 FUNDAMENTAL LEVERS OF PERFORMANCE

Question Eight:

Is this goal important enough for you to ask for help?



Support

8 FUNDAMENTAL LEVERS OF PERFORMANCE IN ACTION



Be a better boss



Active Listening Skills

- ☐ Keep Distractions to a minimum
- ☐ Listen to Understand
- ☐ Do not interrupt
- ☐ Repeat back what you heard
- ☐ Act on what you heard



Team exceeds expectations



Have your team hold you accountable



Improve Active Listening Skills



Ask for guidance

8 FUNDAMENTAL LEVERS OF PERFORMANCE



Direction



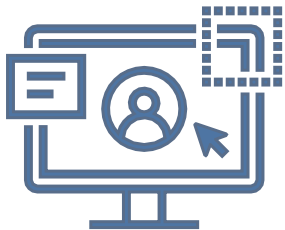
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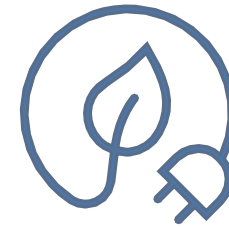
Intentionality



Practice



Community



Energy



Support

CHRIS NIKIC: IRONMAN



Question:

Can I become an
Ironman: swim 2.4
miles, bike 112 miles
and run 26.2 miles?

What you need to know about Chris.

1. He has down syndrome
2. At age 3 – he used a walker
3. At age 5 – he had open heart surgery
4. He loves food, video games and his couch.
5. At age 17 – he had four major ear surgeries
6. After the surgery - he was overweight and lethargic.
7. He decided to run his first triathlon.
8. At age 20 – he completed his first ironman
9. Each day he gets 1% better.

CHRIS NIKIC: IRONMAN



Question:

Can I become an
Ironman: swim 2.4
miles, bike 112 miles
and run 26.2 miles?

Yes – if I improve 1% each day.

Set yourself a goal

Track Your Progress

Everyone has limitations – they aren't
excuses to achieve your goals

It is our choice: work hard or don't

Practice to build mental toughness

Learn from your failures

Get guidance – hire a coach

***If you start with 1000 steps and get 1%
better every day - by the end of the
year you will walk a marathon.***

PERFORMANCE *IT IS YOUR CHOICE*

