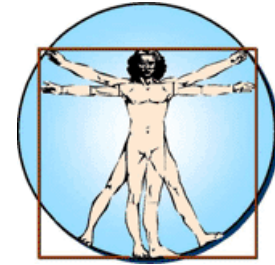


## Maximizing Human Performance

**Leadership Development Program:** InnerWork partners with major organizations to develop human performance and personal renewal skills in high stress, high change work environments.



### Leadership Development from the Inside Out

The pace and intensity of the 21st century workplace presents significant challenges for working professionals regarding their ability to respond effectively to rapid change, maintain their personal balance, energy and focus with many demands, and staying attuned to themselves and others in deeper ways despite the constant need for speed and execution.

InnerWork partnered with a consortium of leaders and organizations\* to research and develop a response to these new workplace realities that would equip leaders (and teams) with proven mental, emotional, physical, and spiritual practices to improve integral human performance under pressure.

### The Executive Performance Program

Working in close collaboration with the consortium, InnerWork performance consultants designed and implemented a 12 week learning process comprised of:

- 4.5 day intensive, residential human performance training program with an upfront series of mental, emotional, physiological, and leadership assessments, program goal-setting, and in-depth training on mental, emotional, physical, and spiritual practices
- 12 week follow up online distance learning curriculum of sequential weekly exercises to build skills and application of the integral practices individually (and in teams)
- Periodic executive coaching and review of progress against identified goals
- Action planning for personal and professional changes after the program
- Post program graduation ceremony and post program measurement

### The Results

Four 12 week program cycles were conducted, with 62 managers and executives participating from various consortium organizations. Many participants reported that the learning process and system of performance practices learned and acquired was simply, "life-changing". The quantitative results, as self reported by the participants on a pre/post instrument administered after the program, yielded the following impressive inside out, human performance changes.

#### Mental Performance

- 48% increase in Mental Awareness / Mental self regulation skills
- 58% increase in Personal Power (Initiative, Self Confidence, Efficacy)
- 50% increase in Resiliency to Change (responsiveness, hardiness)
- 41% increase in ability to lead Change

#### Emotional Performance

- 68% increase in Emotional Awareness skills
- 56% increase in Emotional Management skills (Countering, Empathy, Optimism, "Flow")
- 39% increase in ability to Influence Emotions positively in others
- 38% increase in personal capacity for Fun / Joy (despite work pressures)

### **Physical Performance**

- 95% increase in use of Personal Fitness practices
- 68% increase in Work/Life Balance
- 50% increase in Optimum Nutrition practices
- 68% increase in the ability to Master Stress

### **Spiritual Performance**

- 58% increase in living on Purpose (Purpose, mission, values)

**For more information on our Human Performance Programs and Leadership Development programs, please call 1-888-216-3565.**

\* Participating clients included Accenture, Lockheed Martin, Merck, Marriott, Arkema, Wachovia Bank, and many others.