

# performer**.biz**

I solve people problems for growth businesses.

## people problem

### ineffective and haphazard manager skills cultivation

You're getting too big to have all people report directly to you—the founders. So you promote people. New managers, often technically outstanding, get very little support & training on how to manage people effectively. Even experienced managers do their best work when they continually develop their skills. They are left guessing about what being a manager really entails and how doing it well leads to better business performance.

At first, people are happy because they get a new job title and sometimes pay raise. Then comes inconsistent manager effectiveness, and reduced team effectiveness. Execution suffers. Turnover. Ugliness on Glassdoor. Bad mojo for the business.

## performer**.biz** solution

### custom-to-culture manager skills cultivation

There are management principles that apply no matter the business. These principles are guideposts for your managers to get the most out of their teams. Beyond these principles, your business has many unique characteristics that make it special and help you grow.

Be frightened of one-size-fits all solutions and latest-fads that miss the boat on the management principles that really work. I will customize your management development program to your business and your culture without sacrificing the principles that give you a competitive advantage.

I collaborate with your team to create high-impact new manager onboarding and management coaching so you have fewer people problems. I mentor senior leaders and HR team members to enhance their management coaching skills so you can rely on each other more than you rely on an outside expert. I help you define your manager selection criteria so you pick the best people for the manager role.

### makes you \$ by...

The people in your business making sales and delivering your products and services are equipped to perform at the highest level. Raise revenues, product quality, return business, and NPS.

### reduces cost by...

Regrettable turnover at an all-time low. Reduced non-productive people friction. Fewer promotional mistakes. Activities are better coordinated across teams and functions.

## GET STARTED



No-risk, free consult! Let's meet and talk about your business' unique needs so we can design an arrangement that gets you the highest value for the investment.

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