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I solve people problems for growth businesses.

people problem

today's leaders aren't always the team you need for growth

The leadership capabilities and key talent you need in start-up mode is one thing. The demands on leadership when you hit 10, 20, 50 people strong is something else altogether. You add people so you can wear 5 hats instead of 20. Communication and coordination grow more complex. Bottlenecks in your operations frustrate your team, your customers, and you. You lose growth momentum.

This means making some hard changes. Hard changes that your most valuable people from the early days may not like. And it's nobody's fault. Which makes you sad because you don't just care about the business, you care about the people too. What if you could see these needs well before you feel the pain and need to act on them?

performer.biz solution

talent-strategy mapping and growth-readiness assessment

A talent-strategy map diagnoses growth readiness of the team as a whole (up to 10 people) and maps this to the level of business strategy. I also assess each individual to determine whether s/he is at their capability ceiling, out of their depth (you might already recognize that), or has room to absorb more complexity.

Talent-strategy mapping isn't guess work. It applies proven management science to diagnose your leadership team's readiness to absorb the next phases of growth. These are organizational engineering principles that describe how people solve problems, handle ambiguity, and accommodate the future in their work. The talent-strategy map also identifies preference patterns on your leadership team that can turn into blind spots and business challenges down the road.

The data gathering process is designed to get an accurate picture with as little disruption to your business as possible. With the talent-strategy map, you can see around corners. You'll also see under-utilized capabilities that help you re-orient your strategy and take even more advantage of your team's capabilities. It's a great investment.

makes you \$ by...

Having the right leadership team ensures you can execute effectively on your strategy. Product-market fit and strategic sophistication are optimized.

reduces cost by...

Having the right leadership team enables you to focus team efforts on value creation with minimal waste. Reduces bureaucracy and manages risk.

GET STARTED



A 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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