



LMI ADVANTAGE PERFORMANCE SYSTEM

A train requires two well-maintained rails to reach its destination. Like the train, your organization requires two well-maintained rails to maximize performance: technical and people. Of the two, people power your organization to success. The LMI Advantage Performance System provides an unparalleled comprehensive process to improve people performance. Research shows a 30% loss in people performance as the result of people problems creating:

- An immediate interruption in production.
- A loss of motivation and energy for work.
- Lower morale leading to a loss of production.
- A climate of fear which reduces honesty, cooperation, creativity and production.
- An increase in tardiness and absenteeism.
- An environment which encourages talent to leave.

LMI Advantage Performance System

1. **Performance Standards.** The financial success of your organization is determined by the efficiency of three working relationships:

- 1) The working relationship among members of a team.
- 2) The working relationship between a team leader and their team members.
- 3) The working relationship between teams.

Performance standards to maximize the efficiency of these working relationships are created through identifying teamwork values and behaviorally defining these values.

2. **Systems Drive Behavior Change.** A cornerstone of the LMI Advantage Performance System is the use of data to improve people performance as is done to improve technical performance and profitability. The LMI Advantage has created a "real-time" measurement system (i.e., data are immediately available) to measure interpersonal performance and working relationships. The change system includes the following components:

- 1) The expectations are clearly defined through the teamwork values and behaviors.
- 2) Baseline measurements are obtained to quantify strengths and behaviors that need to be strengthened to maximize performance.
- 3) Intervention solutions are defined and implemented.
- 4) The success of implementing the solutions is quantified.

3. **Flexibility.** The LMI Advantage Performance System is designed to improve individual performance, working relationships and corporate culture change as well as the working relationship with external customers.

BLUEPRINTS FOR SUCCESS