



BETTER PEOPLE. BETTER PROCESS.

WHO WE ARE

At Performance Principles, we take a vested interest in the success of your organization and the performance of its people. Our team of credentialed experts serve as your trusted advisors, organizational facilitators, gap closers, and strategists. We steward superior performance using assessments, activity planning, and accountability.

WHAT WE DO

We immerse ourselves in your business to observe what people want and need to function optimally, thus reducing costs of underperformance and redundancies. We objectively explore your organization, its people, and culture without emotions, loyalties, and institutional knowledge. This allows us to deliver an objective analysis, providing comprehensive feedback and a plan for improvement. The result saves you time, money, and energy and ultimately better prepares your organization for future wins.

Our customized business operations, people development, and consulting solutions help companies increase productivity, improve performance, and establish a culture that values civility, equity and inclusivity. We have the capabilities to focus our work for a specific individual, teams at any organizational level, or to expand to serve entire organizations. Our work uncovers challenges, identifies opportunities for growth, and generates outcomes that change your organization for the better.

OUR APPROACH

1

DEFINE FUTURE STATE

Clarify intentions and delineate actions and resources needed to achieve performance goals.

2

DESCRIBE CURRENT STATE

Observe and qualify current position as complex interaction of five performance principles which uniquely define each performers' capabilities.

3

DESIGN SOLUTIONS

Use performance development solutions such as assessments, coaching, training, and practice to adjust the performer position and remove barriers.

4

DELIVER RESULTS

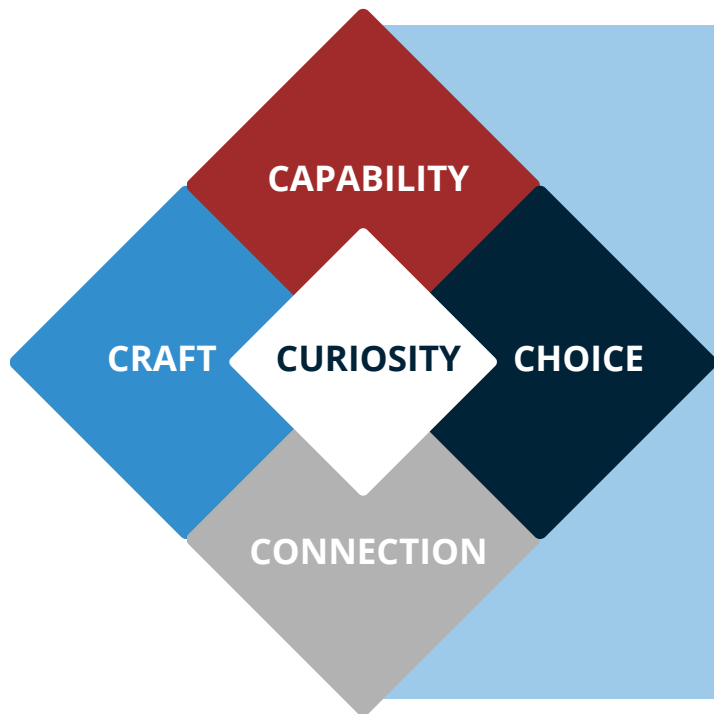
Apply the five principles to align action and intention to produce the intended outcomes.



PERFORMANCE PRINCIPLES

**BETTER PEOPLE.
BETTER PROCESS.**

THE FIVE PERFORMANCE PRINCIPLES



At Performance Principles, our work is based on the fundamental principle that excellent performance is achieved when dutiful action is guided by clear intention. Our mission is to help individuals and organizations clarify their intentions and practice actions which achieve amazing outcomes. We have developed these 5 C's as a performance heuristic:

- Lead with **CURIOSITY**
- Attend to **CHOICES**
- Develop **CAPABILITY**
- Pursue **CONNECTEDNESS**
- Performers **CRAFT** their success

USING THE FIVE PRINCIPLES AS A HEURISTIC:

- Heuristic (rule of thumb) which simplifies complex thought, actions, and interactions
- Influencing performance involves aspects of all five principles
- Use the principles to assess and determine both intention and action
- Each individual has a unique application of the principles to address intentions and performance outcomes



PERFORMANCE PRINCIPLES

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OUR CORE SERVICES



CHANGE MANAGEMENT & TRANSITION

Our approach to change management begins with our four disciplines to close gaps. Next we organize and facilitate a taskforce to implement and communicate changes for success.



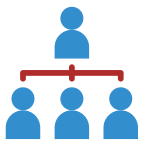
ENGAGEMENT STRATEGY

We support clients in moving beyond awareness training and into demonstrating behaviors of dignity and respect for all people as a sustainable campaign and strategic priority.



PROCESS IMPROVEMENT

What currently prevents your business from operating at peak performance? We start by identifying obstacles then suggest improvements for workflow and process management applying Lean, Kaizen, and Six Sigma principles.



PEOPLE DEVELOPMENT

We develop new or existing leadership using assessment, goal setting, and coaching to cultivate skills in areas such as curiosity, conflict resolution, managing people, executive presence, and communication.



STRATEGIC PLANNING

Success begins with a plan! We gather and analyze data to set key performance indicators (KPIs). Next, we outline your path to success through growth and development by setting a strategy for execution and evaluation.



TRAINING & LEARNING SOLUTIONS

Expand your existing capabilities with our customized solutions such as staff augmentation, competency based learning systems, psychometric assessments, and productivity analysis.

Human Capital and Training Solutions 8a (HCaTS 8a)

The Human Capital and Training Solutions 8a (HCaTS 8a) contract is a Government-Wide, Multiple Award, Indefinite Delivery, Indefinite Quantity contract. HCaTS 8a as a contracting vehicle is the result of a partnership between the U.S. Office of Personnel Management and the General Services Administration. HCaTS 8(a) as a services provider enables all Federal agencies with a flexible, efficient, and expeditious ways to obtain the best value solutions for human capital, organization performance improvement, and training service requirements.

Partner with Performance Principles

Performance Principles is a human capital, leader development, and process improvement consultancy. We build partnerships with our clients to co-create organizational awareness campaigns for individuals and teams to detect and abate performance gaps while honoring the human spirit. Our clients consistently outperform their targets while practicing behaviors that enable sustained excellence. We have past performance supporting Career and Non-career Federal Executives in closing performance gaps while increasing leaders' capabilities and staff engagement levels.

The Performance Principles, LLC performs services using the HCaTS Small Business 8(a) under Contract Number 47QREB21D0009.

HCaTS offers two contract vehicles with two pools: Unrestricted and HCaTS Small (SB).

HCaTS 8a Pool 1 NAICS Code

Assignments:

611430 – Professional and Management Development Training

611699 – All Other Miscellaneous School and Instruction

624310 – Vocational Rehabilitation Services



Performance Principles Core Service Areas

We offer facilitation, leader development, and management consulting services to small and large Federal organizations in the following service areas:

HCaTS KSA 1 – Training & Development

- Training Program Management and Support
- Technical Skills and Knowledge Training/Learning
- Career Development and Management
- Leadership, Management, and Supervisory Training and Development
- General Skills and Knowledge Training Development and Coaching
- Web-based, Traditional-based, Integrated Modules and Platforms

HCaTS KSA 2 – Human Capital Strategy

- Talent Management
- Human Capital Management
- Integrated Business Management
- Change Management
- Performance Management
- Employee Value Proposition
- Knowledge and Competency Management
- Web-based, Traditional-based, Integrated Modules and Platforms

HCaTS KSA 3 – Organizational & Performance Improvement

- Performance Metrics and Improvement
- Change Management
- Facilitation
- Data Analytics
- Employee Value Proposition
- Business Process Improvement and Reengineering
- Organizational Assessment and Transformation
- Web-based, Traditional-based, Integrated Modules and Platforms