



# HIGH PERFORMING CULTURES

## OPTIMISING CULTURE TO DELIVER OUTCOMES

**A HIGH PERFORMANCE CULTURE IS ONE IN WHICH ALL MEMBERS WORK TOWARDS SHARED TARGETS AND HAVE A SENSE OF SHARED RESPONSIBILITY FOR THE RESULTS THE TEAM ACHIEVES.**

A true high performance organisational culture provides a company with its single greatest source of competitive advantage. This will ultimately differentiate outstanding organisations from others.

A high performance culture is one in which employees are truly involved in the business and feel part of its success. As a result, employees are engaged, find meaning in their work, and therefore experience greater job satisfaction.

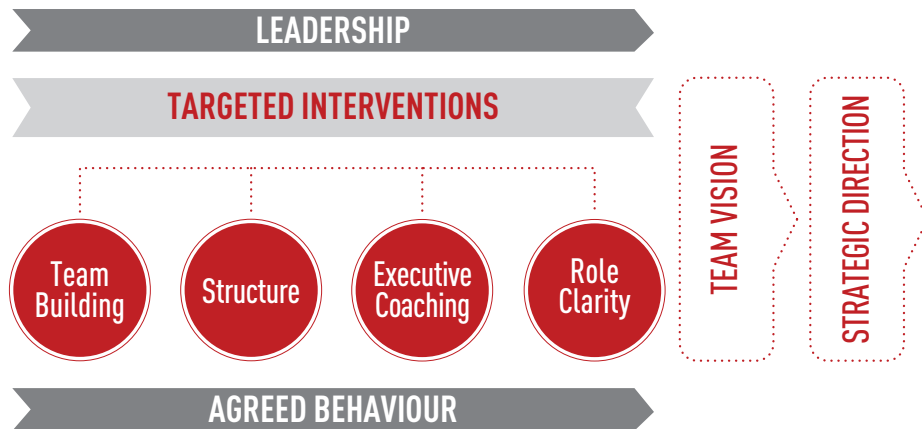
Developing this positive work environment is mutually beneficial for both the individual and the business. For the business, benefits include improved team and organisational productivity, and delivery of outcomes aligned to business objectives.

The task of developing a high performance culture can be overwhelming and often unsuccessful without the right framework and approach. Applying effort to the right organisational levers is critical to stimulating the change that is needed.

TMS Consulting can provide the following initiatives to assist your company to achieve a high performing culture:

- + Assessment of the current state using diagnostic tools, interviews, focus groups and observational analyses
- + Development of a unifying proposition to achieve and maintain a high performance culture
- + Development of strategies and roadmaps aimed at improving your performance culture, including KPI and balanced scorecard development, performance management, and coaching and mentoring support
- + Utilisation of various positive intervention techniques based on best practice and current research

TMS has previously assisted a range of public and private sector organisations with developing high performing cultures, and can design and deliver a performance culture program that is tailored to your needs.



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TMS High Performing Cultures Framework