

# 10 Easy Steps to Get Buy-In for Using Performance Analysis

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### **Learning Objectives :**

- Uncover and discover the challenges in my (and other) organizations in getting acceptance to use an HPI approach to Performance analysis
- Techniques to overcome the challenges of conducting a Performance analysis in your organization (either as an internal or external HPI consultant)
- 10 practical (and easy) steps to get buy-in and support from your management for performing a HPI or performance analysis project
- Learn and apply the tips on what NOT to do in kicking off a successful HPI project or analysis in your organization

### **What are the current challenges you are facing in getting buy-in and support from your organization to take a HPI approach and conduct a performance analysis?**

1. My organization already feels we are doing performance analysis through our 'needs assessment', six sigma, or surveying our employees for their needs.
2. This "HBO stuff" will take too long...
3. Senior management will never buy-in to this approach in my organization.
4. This is just the latest flavor-of-the-month and my organization is not into fads.
- 5.
- 6.
- 7.
- 8.
- 9.
- 10.
- 11.
- 12.

**How are the challenges currently impacting your organizations success in getting overall improvements in job performance?**

1. We are somewhat successful in using six sigma or needs assessments, but we are still missing fixing parts of the problem.
2. We are visiting the same issues every six or eight months after we think we have 'fixed' the problem
3. There are no validated tools or systems for doing this work easily
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- 11.
- 12.

**What are some of the techniques or tips you are currently using to get support and buy-in from your organization in taking a HPI approach and using performance analysis?**

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- 2.
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- 10.

## 10 Easy Steps to Get Buy-In for Using Performance Analysis

1. Don't come riding into your organization on your white stallion shouting the excellence of HPI – no one cares!

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2. Practice HPI in a stealth mode – at least at first

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3. Make your first few HPI projects simple, with little attention drawn to your performance work and measure the heck out of what you are producing!

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4. Find and enroll at least one 350 pound Gorilla in your organizations to support your efforts for HPI and performance analysis

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5. Educate, educate, educate (also known as communicate the message of HPI to everyone in your organization all the time)

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6. Live and breathe this ‘HPI stuff’ in all of your actions and activities- Change your language from a focus on behaviors to a focus on outcomes or results

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7. Don’t ever ‘go it alone’ the first (or even second time) you try performance analysis – Use a professional in HPI!

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8. Have the ‘HPI dialogue’ with your customers before you EVER try any HPI

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9. Tell success stories on HPI and have a few more ready to tell at a moments notice – and they don’t have to be yours!

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10. Focus on strong project management in any HPI work you do – “solid project management skills in HPI produce business results your client deserves”

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**Bonus TWO:**

11. Practice, practice, practice this business of performance analysis

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12. Become absolutely passionate about this business of performance analysis and HPI – it shows!

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**Concluding ideas, comments, and/or suggestions from other participants in my session.**

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**Remember in ALL of your HPI performance analysis work to:**

- “Focus on the Business Goal, not the solution, and only fix what is broken”
- “Find what is right, to fix what is wrong”

***Thanks for your interest and valuable investment of your time today!***