

Accelerating development with a performance culture...



Client need

The CEO of a global oil and gas organization recognized that creating a performance culture was a critical component of the company's three key pillars for accelerating growth. To improve their culture, the organization partnered with BTS to upskill their people, starting with feedback.



The solution...

- **Created virtual cohorts** to interact and support each other as they tried out new mindsets and practiced new behaviors
- **Engaged people** in self-assessment, reflection and authentic conversations at scale
- **Provided thought-provoking ideas** on how to create psychological safety, catch people in the act of doing something right, and deliver candid and caring feedback
- **Balanced learning and doing** by including practice during the session and 'go-dos,' actions to be implemented on-the-job, to practice specific great behaviors around feedback between sessions



Results

7000 people managers were ready and able to lead performance management change in their teams



I see feedback very differently now



I used it the next day



It works!



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