



Guiding teams through times of rapid change
via sustained access to a world-class coach

Overview

- Allows your team unprecedented and sustained interaction with a world class coach
- No need to get the group together offsite or have to meet the coach on specific days
- Unprecedented cost effectiveness using revolutionary technology via PC or PDA

Key Challenges

- Managers want to focus on developing and maintaining winning strategies
- Top coaches capable of unlocking the greatest value normally used only at board level
- Discernible, lasting behavioural change often difficult to achieve due to entrenched biases such as
 - Fear
 - Greed
 - Laziness

What does it do?

Through sustained interventions, the coach monitors, advises, challenges and surfaces issues....

....to modify behaviour, flip mental constructs and build truly world class teams....

....via a patented technique to build mental snapshot of how each team member sees key trade-offs....

....such that even the most resistant characters will gradually see their own blind spots

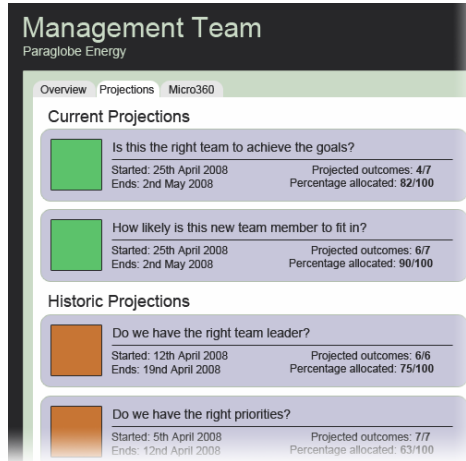
How does it work?

Coach

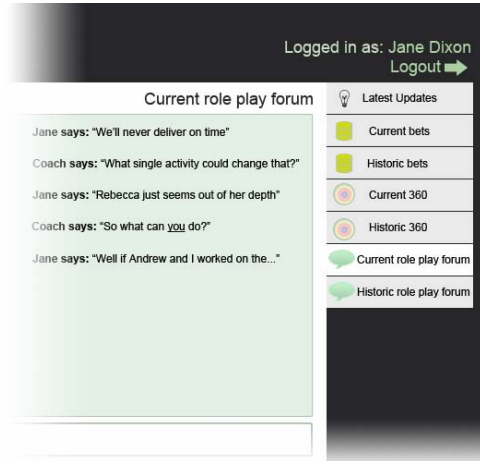
1. Team Assessment



2. Projections



3. Interventions



Team Members

Team Assessment

The intuitive 360 allows team members to provide and receive a quick intra-team assessment on a periodic basis

For each team member

- 360 Scorecard
- Functional Scorecard

Coach

- Sees all information
- Records all interactions
- Makes judgments and interventions



Quick 360

To what extent do I rate Philip in terms of

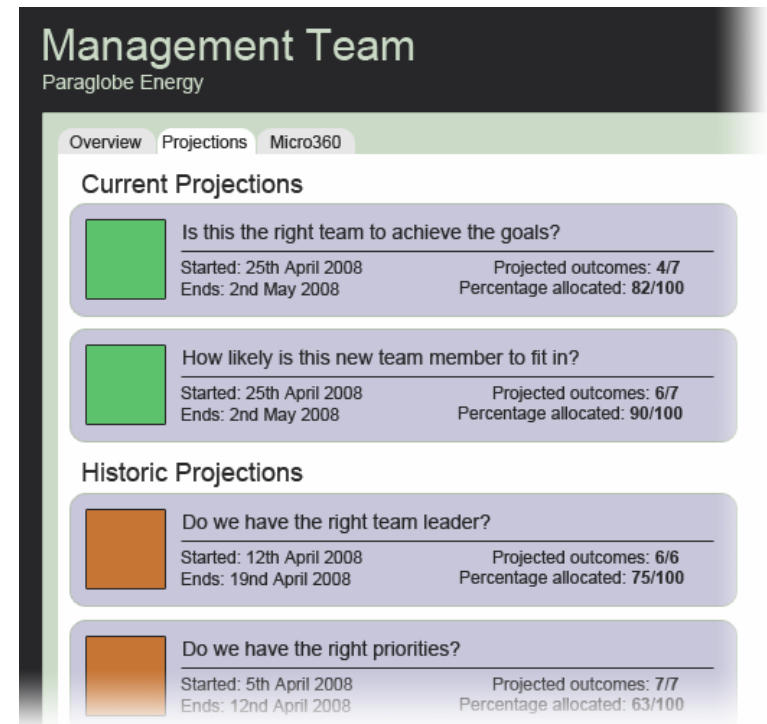
- 1. Functional skills?
- 2. Functional awareness?
- 3. Self-perception?
- 4. Selfless or selfish?
- 5. Flexibility?
- 6. Ambition?



Projections

Helps the coach understand how team members construct projections of key alternative future scenarios

- Coach invites forecasts, individually or as team, on pivotal outcomes
- “Allocate 100 pennies between scenario A or B”
- Coach has access to all historic scores/projections



The screenshot displays the 'Management Team' interface for Paraglobe Energy. It features a navigation bar with 'Overview', 'Projections', and 'Micro360' tabs. The main content is divided into 'Current Projections' and 'Historic Projections' sections. Each projection card includes a colored square icon, a question, start/end dates, and projected outcomes/percentage allocated.

Section	Question	Started	Ended	Projected outcomes	Percentage allocated
Current Projections	Is this the right team to achieve the goals?	25th April 2008	2nd May 2008	4/7	82/100
	How likely is this new team member to fit in?	25th April 2008	2nd May 2008	6/7	90/100
Historic Projections	Do we have the right team leader?	12th April 2008	19nd April 2008	6/6	75/100
	Do we have the right priorities?	5th April 2008	12nd April 2008	7/7	63/100

Playback of Projections

Over time, this may result in a sequence of biased projections

- This could be rooted in hidden knowledge....
- ...or a hidden bias such as fear, greed or laziness
- Coach can review with the member, thereby surfacing and diffusing complex issues



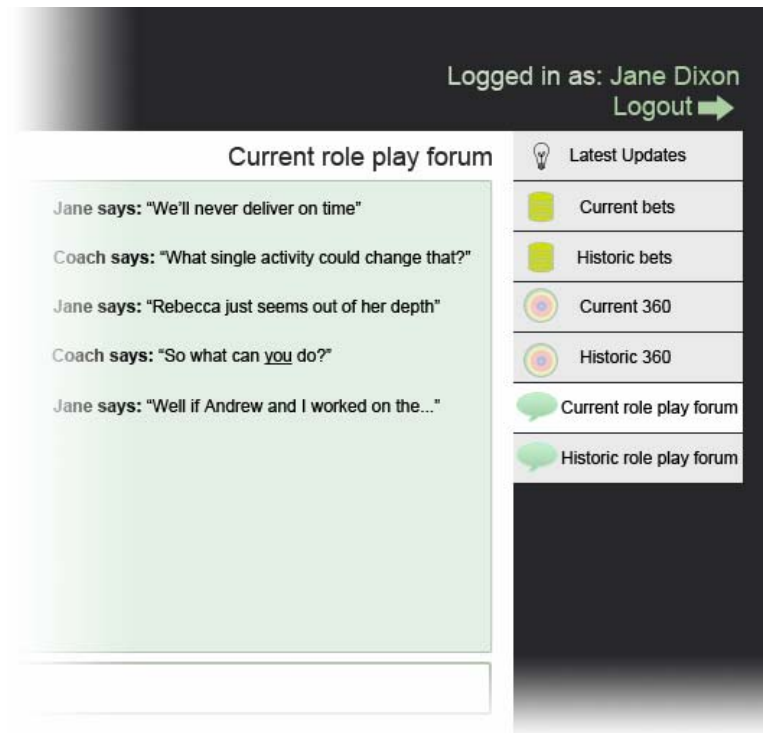
The screenshot shows a web interface for a 'Management Team' at 'Paraglobe Energy'. It features a navigation bar with 'Overview', 'Projections', and 'Micro360'. The main content area is titled 'Historic Projections' and lists four entries, each with a question, start/end dates, and projected outcomes. A red dashed box highlights the right side of the list.

Question	Started	Ended	Projected outcomes	Percentage allocated
Will the Asian JV Succeed or Fail over 36 months?	25th April 2008	2nd May 2008	4/7	82/100
Will the Asian JV Succeed or Fail over 36 months?	25th April 2008	2nd May 2008	6/7	90/100
Will the Asian JV Succeed or Fail over 36 months?	12th April 2008	19nd April 2008	6/6	75/100
Will the Asian JV Succeed or Fail over 36 months?	5th April 2008	12nd April 2008	7/7	63/100

Coaching Interventions

A forum for coach to interact with some or all members

- Allows coach to surface complex issues
- Members can initiate discussions privately or publicly
- Coach has access to historic data in all forums



Benefits for team

- Individuals can communicate their unique perception of situations in a seamless and interactive fashion
- Coach maintains an unparalleled visibility and constant interaction
- Maximizes probabilities of teams achieving their goals
- Develops individuals through emergent learning
- Can be initiated quickly and effortlessly

Benefits for organization

- Leaders can stay focused on devising strategies
- Coach stays focused on ensuring team members have optimal mindsets
- Cost effective – A year's coverage for up to 12 people for the equivalent of 4-5 consulting days
- Potential to train in-house coaches
- All IT hosted on Prelude's secure servers



Premier Mentor

t: +44 (0) 1376 342 288

e: info@premier-mentor.com

w: <http://www.premier-mentor.com>