



# Success Plans that go places

Escape the dreariness of the annual performance planning and review cycle.  
Stop looking at the past and move into the future with a plan to succeed.

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Say no to:

- ✗ Wasted hours
- ✗ Unused documents
- ✗ Disaffected employees
- ✗ Jumping through hoops

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Say yes to:

- ✓ Engaged supervisors
- ✓ Collaboration for results
- ✓ Productivity growth
- ✓ Positive wellbeing

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Enable:

- ★ Leaders who build up people
  - ★ Plans to help people succeed
  - ★ Steps to increase capability
  - ★ Performance focused change
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The history of workplace appraisals, performance plans, and learning and development plans is long and convoluted. One thing in common between many organisations is the level of frustration that permeates the air when “that time of the year” arrives. But it doesn’t have to be this way.

Our Success Plans strategy is a fresh approach that draws the best out of people. It combines the best principles of leadership, project management, change management, employee engagement, and professional development. Instead of looking for scores to benchmark the best and worst, Success Plans focus on what really matters: Getting everyone to succeed at their work!

If your organisation has any of the following, then our Success Plans strategy can help:

- Mixed attitudes among supervisors about performance planning
- Employee costs as a major investment for your organisation
- Sector conditions that limit the available incentives
- Exposure to high labour turnover risks
- A need for high performance to meet demand

**This proactive approach uses change strategies  
that can start small at anytime to achieve a big result for your organisation**

## How it works

The program works with a target group of supervisors who are wanting to build the capability of their teams. The scale of the implementation is selected to match the history and current dynamics of your organisation.

The implementation builds the confidence and capability of supervisors:

- Uses research based principles to encourage positive, performance building collaboration between supervisors and their reports.
- Initial training is supported by group coaching so supervisors don't have to implement in isolation but join together with peer support.
- The implementation becomes a resource for long term performance building across the organisation.
- The process applies key performance building principles:
  - Focus on only a few areas at once
  - Performance building is a person centred project
  - No plan survives seven weeks on the shelf
  - It's always about productivity and wellbeing
  - Until everyone succeeds, the organisation lags

## Getting started

This approach to refreshing performance planning is a change strategy that does not need a whole of organisational project. It works with those ready to go and can start anytime in the annual performance planning cycle.

The approach is flexible to fit with corporate systems, current IT collaboration and document management systems, or stand alone basic templates, so minimal systems preparation is needed.

The change approach will step key stakeholders and decision makers through what is needed to get started quickly.

## Why us?

We bring decades of experience training, coaching, and helping leaders build performance and solve problems. With deep change management and strategic advisory experience we are uniquely set to help you succeed.

A success plan is a simple project plan to increase the success of each person.

Supervisors can focus on key performance capabilities to bring each report to success by combining good project skills, feedback, and communication practices.

## Contact information

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