



Modelling High Performers.

Who might benefit from this training?

- Sales
- Market research and insight professionals
- Innovation
- Finance/IT
- Customer service
- Relevant to B2B and B2C markets



"Modelling has transformed our Analytics team performance. The process works at many different levels.

Hugely thought provoking. We're much more aware of mindset now."

**Market Research Manager.
Astrazeneca**

As the business world has become more complex, so also have many job roles. This means that job role success is often dependent on a particular mixture of not only skills, but also attitudes and behaviours. Training is not always enough. With the same training, some team members can perform at a significantly higher level than others.

Wouldn't it be great if more of your team members performed at a higher level?

Often high performers are unaware of what drives their high performance.

Through the modelling process we can identify the **essential elements** of thought and action required to produce a business skill, behaviour or other desired outcome.

Modelling enables us to create a map or model of high performance. Anyone who wants to replicate those skills or behaviours in your business can use the map to reproduce or simulate them.

Overview of Process.

1. **Identifying people's unconscious competences** in order to transfer them.
2. Mapping the **successful processes** which underlie an **exceptional performance** in one of your business functions.
3. Facilitating the distribution of superior performance more widely in your teams.

Great Returns on Your Training Investment.

- **Transfer skills across teams.**
- **Protect your business from the loss of a key player.**
- **Identify key revenue and profit driving behaviours and develop them in other team members.**
- **Develop competitive advantage through a strong, consistent service proposition.**
- **Improve motivation and engagement by promoting from within.**
- **Save on recruitment costs by developing teams in house.**
- **Develop all team members to be 'high performers'.**

Anotello[^]

Learning Highlights

Model Mapping

- Selecting suitable 'models'.
- Effective modelling frameworks
- Mindstates for models and modellers.
- Gathering information from multiple perspectives.
- Filtering information into patterns.
- Organising the patterns into a coherent structure or model.
- Self-modelling 'high-performance' states.

Model Testing

- Test the usefulness and effectiveness of the model.
- Reduce the model to its simplest form.
- Identify or create the procedure for transfer.
- Explore the edge or the limits of the model's validity.
- New versioning and refining in the future.



Why Choose Anatellô for Your Business Capability Modelling?

- We are specialists in modelling business capabilities. We have trained in NLP and Symbolic Modelling and also have developed our own body of knowledge on modelling in business.
- Other capability modelling approaches focus mostly on processes. In addition to processes, we have a strong focus on developing the resourceful mindstates for self-modelling and modelling others.
- Our modelling workshops are experiential which keeps participants engaged.
- Our trainers and facilitators are senior people who have extensive experience of business and the theory and practice of modelling. They have the sensitivity to manage effectively the subtle dynamics between 'models' and 'modellers.'

Learning Format

- Balance of theory and practice.
- Workshop based.
- "Double loop learning". Participants learn a business capability and also 'how to' model others.

Course Formats

- Custom designed to exactly meet your needs. Typically:-
- 1-day masterclass
- Workshop series.
- "Business University" courses.

Want to know more?

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