

Fiit4GROWTH



**HIGH
PERFORMANCE
INSTITUTE**



The Science-Backed High Performance Habits That Make People Extraordinary

High-Performers
adopt these six
habits and win
personally and
professionally

Seek

CLARITY

Generate

ENERGY

Raise

NECESSITY

Increase

PRODUCTIVITY

Develop

INFLUENCE

Demonstrate

COURAGE

HIGH PERFORMANCE HABITS

The Six Deliberate Habits that Give You the Edge

At Fiit4GROWTH®, we liberate greatness for individuals, teams, and businesses by creating a culture of High Performance. We have partnered with the High Performance Institute to bring you High Performance Habits, in the form of 1:1 Executive coaching, group coaching, and an online course for your entire organisation. This transformational curriculum builds on the key concepts in Brendon Burchard's best-selling book *High Performance Habits: How Extraordinary People Become That Way*.

These Six Habits Will Accelerate Personal and Professional Performance, while maintaining well-being

Based on one of the largest surveys ever conducted on high performers, it turns out that just six habits will move the needle in helping you succeed and achieve your personal and professional goals. Learners will reflect on what high performers do consistently from goal to goal, project to project, team to team, and person to person.

How high performance coaching is delivered

The curriculum can be delivered in three ways:



1:1 COACHING

Tailored leadership development for senior executives, leaders, and high potentials, working one-on-one on their goals and challenges. This personalised approach to leadership development acts as a catalyst to enhance the performance of the individual and the teams or organisation that they lead.



GROUP COACHING

Group coaching sessions for managers in groups of 4-6 providing opportunities for individual and team development, shared learning, support and accountability.



HIGH PERFORMANCE HABITS BUILDER ONLINE COURSE

Our HPH Builder Online Course liberates greatness for every individual in your organisation. In this engaging course, Brendon Burchard teaches each of the 6 High Performance Habits with additional tools to support everyone in your organisation. Learners have 12 months access to the High Performance Habits Builder Course.

THE PATH TO HIGHER PERFORMANCE

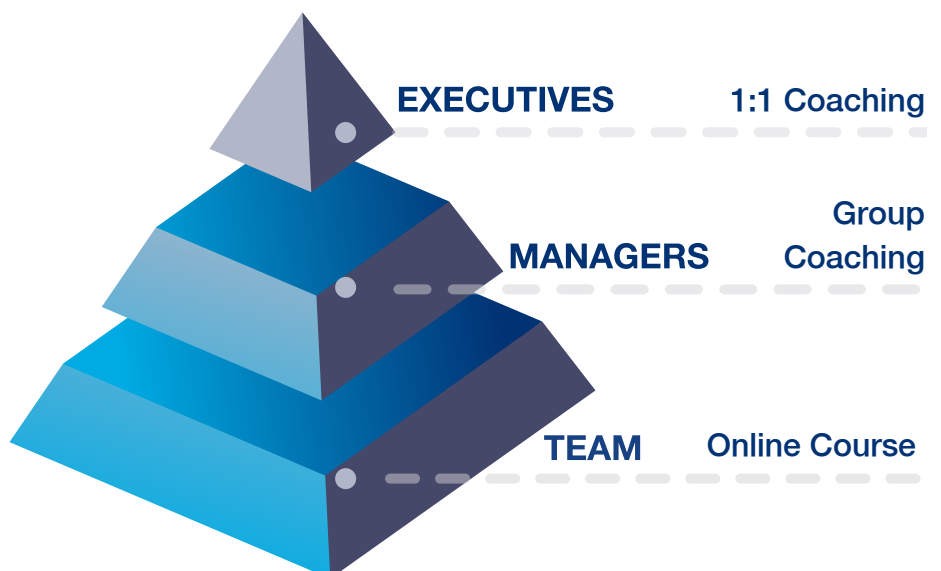
Goal: Heightened and sustained performance without negatively impacting relationships or well-being

The Learner Journey starts with an assessment based on one of the world's largest high-performance studies ever conducted, with more than 170,000 participants across 190 countries. Participants learn to master the aggregation of marginal gains, helping them develop in the areas most critical to their success. The HPI Assessment is provided before and after the programme to measure progress.

HIGH PERFORMANCE ORGANISATIONAL RESULTS

Implementing the High Performance Habits will accelerate development and foster greater organisational well-being. This programme maximises time and results in the following ways:

- People are focused on moving the needle on critical habits that increase productivity and drive results.
- A growth mindset and applied skillset to optimise their health and improve well-being.
- A common language and framework on performance so they can show up at their very best and attain mastery.
- New Skills that will become embedded in your everyday culture.
- Enhanced reputation as an employer will increase your ability to attract top talent and new customers.
- Reduced attrition cost and greater retention rates.



THE MAN BEHIND THE HABITS



Brendon Burchard is a 3-time New York Times bestselling author, a globally respected High Performance coach, and one of the world's most-watched, followed, and quoted personal development trainers with over 10 million followers across his brands. O, the Oprah Magazine named him "one of the most influential leaders in personal growth." Success Magazine ranks him in the Top 25 Most Influential success teachers along with Oprah Winfrey, Dr. Phil, Tony Robbins, Tim Ferriss, Arianna Huffington, and Deepak Chopra.

Twenty years ago, he became obsessed with answering three questions:

1. Why do some individuals and teams succeed more quickly than others and sustain that success over the long term?
2. Of those who pull it off, why are some miserable and others consistently happy on their journey?
3. What motivates people to reach for higher levels of success in the first place, and what practices help them improve the most?

After extensive science-backed original research and a decade as the world's leading High Performance coach, Burchard found the answers. It turns out that just six deliberate habits give you the edge. Anyone can practice these habits and, when they do, extraordinary things happen in their lives, relationships, and careers.

BUSINESS PROBLEM	HIGH PERFORMANCE HABIT	HIGH PERFORMANCE RESULTS
Lack of Direction	Seek Clarity	Strengthen Culture
Mental or Physical Fatigue	Generate Energy	Sustain Growth
Bureaucracy & Procrastination	Raise Necessity	Accelerate Innovation
Busy Work vs. Meaningful Work	Increase Productivity	Raise Profit
Internal Politics & Conflict	Develop Influence	Build Leaders
Untapped Potential	Demonstrate Courage	Gain Collective Momentum

Let us help you implement the High Performance Habits in your organisation today so that you **liberate greatness** for your individuals, teams and business.

For Additional Information, please contact:

✉ success@fiit4growth.com

Fiit4GROWTH

MEET THE FIIT4GROWTH TEAM

*Enthusiastic, Excellent and Extraordinary.
That's what we strive to be, every day.*

Our people always show up as the best versions of themselves, full of Energy & Enthusiasm, committed to doing things with a Spirit of Excellence, and going the EXTRA mile, demonstrating EXTRA effort, time, energy, resources, passion, care, focus and attention.



John Roussot

Founder & Chief Excellence Officer

Liberating Greatness for 21 years in corporate and entrepreneurial ventures, consulting, coaching, and training individuals and teams in 33 countries around the world.



Mark Flynn

Certified High Performance Coach with over 16 years experience in building high performance teams to deliver the most complex global technology projects.



Divya Mathew

Divya is a Certified High Performance and Personal Mastery coach, speaker, and trainer who empowers trailblazers to live extraordinary, purposeful lives.



Jeffrey Watts

Experienced Business and High Performance Coach, Jeffrey is the "go-to" guy for entrepreneurs and business owners intent on taking their business beyond.



Artemis Limpert

A highly sought over motivational speaker and coach, with the unique ability to cut-to-the-heart-of-the-matter, which allows people to achieve the real breakthroughs they desire.



Nate Short

Nate is a certified High Performance Coach and highly productive realtor, speaker, author and entrepreneur with decades of experience as a high performer.



Ellie Bryan

Project Manager and Executive Assistant, Ellie manages behind the scenes, to make your High Performance Training seamless and distraction-free.

75%

of the reasons for poor performance and attrition come down to things that leaders influence*

According to Gallup Survey

Certified High Performance Coaching is a science backed process designed to help individuals and organisations succeed above standard norms whilst maintaining positive well-being and relationships.



Trusted by Fortune 500 CEOs, Olympians and Global Leaders to take their performance to the next level and go from good to great.



1. The Immediate Manager

A manager's expectations are unclear; or they provide inadequate equipment, materials, or resources; or that opportunities for development are few and far between.

It accelerates the growth of managers into Leaders but helping them find clarity on who they are as a person, how they want to interact with their team, their role as a leader and the roles of members of their team. It challenges them to be more courageous, open, honest and vulnerable. All key qualities of a great leader. It equips them with influence skills that help them to establish a deep trusting connection with their team which maximises loyalty and efficiency.



2. Poor Fit for the Job

Another sign of trouble appears when employees perceive that they don't have opportunities to do what they do best every day.

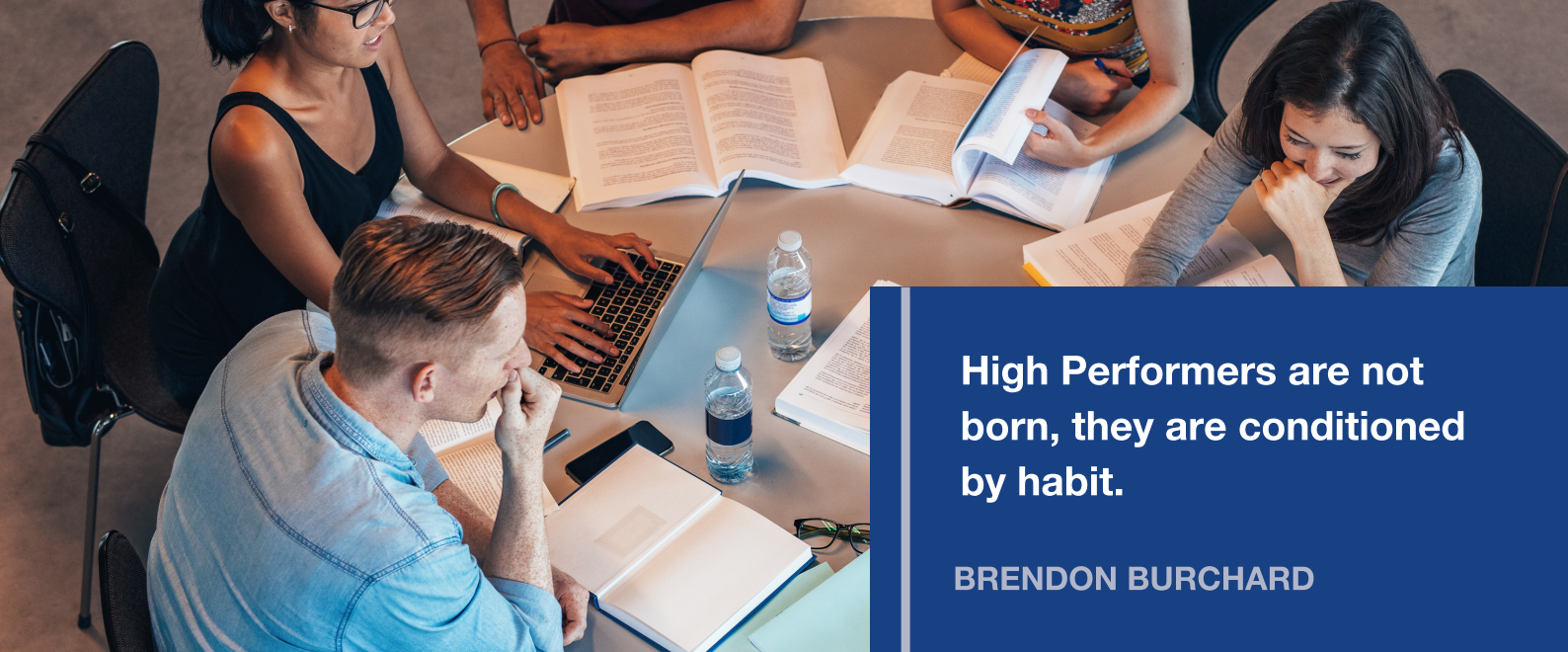
Similar to your managers, the High Performance Framework will help your employees to find clarity about themselves, their strengths and where they feel they can contribute most to your organisation. This, coupled with the courage module promotes constructive conversations around where best to match an employees talent and drive to the goals of organisation. Productivity and influence then helps the transition of role happen in a way that meets the needs of each party involved.



3. Coworkers not committed to quality

Watch for employees who perceive that their coworkers are not committed to a high standard of work.

It establishes quality and performance at the heart of your organisation, Iron sharpens Iron, and success breeds success. It will not only help to increase the quality of average performers through osmosis but will help you to create a benchmark by which performance conversations can be had and difficult decisions made with relative ease and compassion.



High Performers are not born, they are conditioned by habit.

BRENDON BURCHARD



4. Pay and Benefits

Engaged employees are far more likely to perceive that they are paid appropriately for the work they do. Pay and benefits become a big issue if employees feel that their coworkers aren't committed to quality.

High Performance drives increases in revenue and profit and therefore there will be additional funds to pay employees commensurate with their increase in performance. It also drives benefit outside of salary. The High Performance framework is a holistic framework that helps employees to increase performance in all aspects of their life - not just their career and remuneration.



5. Connection to the organisation

Another key sign that turnover may be looming appears when employees don't feel a connection to the organisation's mission or purpose or its leadership.

Similar to managers, high performance coaching will help your leaders, and you, to become better leaders. In addition to personal benefits of increased clarity, energy, courage, productivity and influence, the High Performance Habits give you a common language and framework to drive superior performance and growth in the organisation. It will help you to connect to your employees on a new level, and it will help them to connect their contribution to the wider mission, purpose and goals of your organisation.

In a Workplace with low overall engagement, recognition and praise have no effect on reducing turnover.*

Many bosses still think that all turnover comes down to money.*

CLIENT TESTIMONIALS

UpSpring LLC have embraced all three levels of our coaching curriculum with 6 members of their executive team going through 1:1 coaching, 24 managers attending group coaching, and their entire organisation completing the High Performance Habits Builder online course.



"The Fiit4GROWTH Programme helped me find my strengths; it centered me on my role, to focus on innovation, culture, and people. It gave me a lot more energy, focus, and confidence."

Lisa Williamson
Founder & CEO, UpSpring



"My Fiit4GROWTH coach helped me to understand the power of my opinions, words, and actions and how they make things happen! I was able to not only establish a better presence at home with my family but also improved productivity at work. I am truly focused on the things that matter most."

Kimberly Schram
Chief Marketing Officer, UpSpring



"The programme helped me to take my own ability to influence and teach to new levels by utilising new strategies and tools and learning to be adaptable. I am excited to come out of this programme flexing new muscles with an exceptional new skill set."

Buster Arnwine
General Manager, UpSpring

CLIENT TESTIMONIALS



"In my first two months working with my Fiit4GROWTH Coach, I was able to go from generating \$25,000 a month in my online business, to generating \$46,000 in a single day! I've now generated over \$320,000 sales in the last 3 months."

Brad Bizjack

Mindset Coach, Inspirational Speaker and Creator of Appreciation Academy



"My Fiit4GROWTH coach has been such a huge benefit to not only my business, but my personal life. He coached me through my first time speaking on stage in front of hundreds of people and I remember having awful anxiety. After my coaching, I felt so calm, cool, and collected and I just had this confidence about me that I wouldn't have have otherwise."

Krissy Chin

Founder & CEO of The Krissy Chin



""My key takeaway from the programme would be understanding my purpose and my *why*. I have been able to understand my life arenas, both personally and professionally, and where I could make gains, so that I could live my super-charged life, live purposefully, and unleash my unlimited potential."

Kyle Matthews

Team Lead, RB Health



"To go through the coaching programme with my Fiit4GROWTH coach, not only helped with my own goals to achieve at work but also really helped me to be the best mom I can be. I can highly, highly recommend coaching with Fiit4GROWTH and spending time with such incredible individuals who share their experiences. After each session I was equipped with everything I needed to keep me on my path, and keep me very focused."

Maria Liljeberg

Sales Capability Manager, RB Health

EXAMPLE BUSINESS CASE

Acme Corp is a typical UK SME organisation with 250 employees. Innovation is at the heart of the business given the highly competitive nature of the marketplace in which Acme Corp operates. Acme Corp provides both products and services to its customer base and is generating roughly \$25m p.a. in revenue.



EXAMPLE INVESTMENT AT VARIOUS LEVELS IN AN ORGANISATION

Employee Group	Numbers	Per Individual	Total
Executive	10	\$13,500.00	\$135,000.00
Manager	40	\$5,000.00	\$200,000.00
Team Member	200	\$400.00	\$80,000.00

\$415,000

EXAMPLE BUSINESS CASE

Investment: \$415K

Worst Case

4%
ROI

\$433K
Return

17%
Profit Increase

Base Case

109%
ROI

\$866K
Return

35%
Profit Increase

Best Case

239%
ROI

\$1,408K
Return

56%
Profit Increase

SCENARIO 1: 1% INCREASE IN PERFORMANCE

Based on the WORST case assumption that certified high-performance coaching increases the performance of your people by 1%, this would result in the following increases to Profit From Revenue, Profit From Efficiency and savings in costs associated with attrition.

Employee Group	Profit From Revenue	Profit From Efficiency	Savings From Reduced Attrition	Total
Executive	\$16,250.00	\$178,750.00	\$8,775.00	\$203,775.00
Manager	\$9,750.00	\$107,250.00	\$11,830.00	\$128,830.00
TM	\$6,500.00	\$71,500.00	\$22,750.00	\$100,750.00

\$433,355

ROI **4%**
Profit Increase **17%**

SCENARIO 2: 5% INCREASE IN PERFORMANCE

Based on the BASE case assumption that certified high-performance coaching increases the performance of your people by 5%, this would result in the following increases to Profit From Revenue, Profit From Efficiency and savings in costs associated with attrition

Employee Group	Profit From Revenue	Profit From Efficiency	Savings From Reduced Attrition	Total
Executive	\$81,250.00	\$243,750.00	\$43,875.00	\$368,875.00
Manager	\$48,750.00	\$146,250.00	\$59,150.00	\$254,150.00
TM	\$32,500.00	\$97,500.00	\$113,750.00	\$243,750.00

\$866,775

ROI **109%**
Profit Increase **35%**

SCENARIO 3: 10% INCREASE IN PERFORMANCE

Based on the BEST case assumption that certified high-performance coaching increases the performance of your people by 10%, this would result in the following increases to Profit From Revenue, Profit From Efficiency and savings in costs associated with attrition.

Employee Group	Profit From Revenue	Profit From Efficiency	Savings From Reduced Attrition	Total
Executive	\$162,500.00	\$325,000.00	\$87,750.00	\$575,250.00
Manager	\$97,500.00	\$195,000.00	\$118,300.00	\$410,800.00
TM	\$65,000.00	\$130,000.00	\$227,500.00	\$422,500.00

\$1,408,550

ROI

239%

Profit Increase

56%

* 1 Profit From Revenue is calculated by first determining the revenue per employee then applying factoring based on employee group (i.e. Individual executives will generate more revenue per employee than individual team members). Then the profit margin is applied (10% in this example) to calculate the profit before applying the performance increase.

* 2 Profit From Efficiency is calculated by determining the profit per employee and then applying, factoring based on employee group (i.e. An individual executive will generate more profit per employee than an individual team member). The performance increase is applied.

* 3 Savings from Reduced Attrition is calculated as cost of replacement. Cost of replacing executives is calculated at 45% of cost. Cost is estimated at \$150K. Cost of replacing managers is calculated at 35% of cost. Cost is estimated at \$65K. Cost of replacing team members is estimated at 25% of cost. Cost is estimated at \$35K.



LET'S GET YOUR TEAM Fiit4GROWTH

CONTACT US NOW

*We exist to serve by **Liberating Greatness** for individuals, teams, and businesses so that we might inspire all those around us to **Live, Learn, Love and Grow**, every day.*

WE BELIEVE

- Everyone has greatness inside of them and that everyone has the potential to do great things.
- The new world we live in requires new rules and a new game plan for achievers to become exceptional leaders and outstanding corporate and social citizens.
- Private victories precede public victories, and that mastery is the quest for continual personal and professional excellence.
- Obstacles provide opportunities to learn, grow, breakthrough barriers, and go to our next level.
- That to achieve more, to create, deliver and derive more value, we must first become more.



For Additional Information, please contact:

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