



Executive Summary

With a team of 700 salespeople in the North American Division, Vantage's Leadership team realized they needed to increase revenue in their sales division by improving individual and organizational productivity. Twenty three managers were certified to facilitate the 5 Choices to Extraordinary Productivity® Work Sessions to 700 salespeople. As a result of the 5 Choices Work Sessions, the team now has a clear vision of success and has implemented changes that has optimized their performance in each of their key roles.

Background

A North American division of a large global company decided they needed to get demands, pressure, and urgency under control to effect revenue within their sales division. They thought they just needed a solid "time management" program for their 700 salespeople.

Their Vice President of Sales, Tom, attended a 5 Choices to Extraordinary Productivity marketing overview. He saw the implications of equipping his sales teams with the skills required to handle the key productivity problems of the 21st century.

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“Vantage has worked hard to streamline their business-planning systems. They feel like They were able to “sense check” their work against the 5 choices, particularly using the Time matrix/q2 culture piece to validate their new streamlined business-planning systems.”

Implementation

Tom and his Leadership Team then scheduled and attended a 2-day 5 Choices Work Session where they identified behavior changes to dramatically improve individual and organization productivity. The Leadership Team followed the 5-week Quickstart process, ensuring they'd be able to practice and implement their new behaviors.

Following the Leadership Team's success with the program, 23 managers were identified to go through FranklinCovey's client-facilitation certification. These facilitators were trained to deliver the 2-day 5 Choices Work Session in order to execute the facilitation of 700 salespeople in the 2-day Work Session and 5-Week Quickstart process.

The 5 Choices Work Sessions began in June 2012 and all were completed by the end of August 2012.

Results

Vantage is elated with the feedback and the positive results that have been created. People are speaking the same language around importance and urgency. *(Name of client has been changed.)*

The team has a clear vision of success in their personal and professional roles, and they are beginning to practice the work/life which Vantage

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encourages. Individuals are also doing a great job implementing the Outlook technology tools for smoother and efficient workflow. Last, they continue to focus on wellness and brain health to optimize their performance in each of their identified key roles.

Vantage employees and teams are quick to share their stories of success. A few stories of note:

- A vice president shared, as a result of his work done in the 5 Choices, he was able to eliminate six hours of meetings each week. Imagine his delight in recapturing that time. This is a powerful reflection of his return on investment!
- The IT department loved the program. The facilitators at first were concerned and thought that IT would find Choice 4: Rule Your Technology as ho-hum. But to the facilitator's surprise, they loved all of it and learned a thing or two about Outlook.

- A superstar 25-year-old sales representative for the company came to the session a little suspicious. But by the end of the program she had broken down in tears. When asked what was upsetting her, she said this experience made her realize she was not contributing enough to others and she wanted to change.
- Another employee reported, as a result of Choice 5: Fuel Your Fire, they had started working out twice a week, lost 9 pounds, and from now on, Friday night is "date night."
- One leader reported his wonder at the effectiveness of the 3 Master Moves. Richard went away on vacation and did not access his email at all! Of course, when he returned, he had about 225 emails that were waiting to be downloaded. As he held his breath waiting for the download, he watched as right before his eyes his preset "rules" took out 67 messages and put them where they belonged in a matter of three seconds. He was AMAZED and sobered as he thought about the attention, time, and brain cells it would have taken to make 67 more decisions necessary if it had not been for his "rules."



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