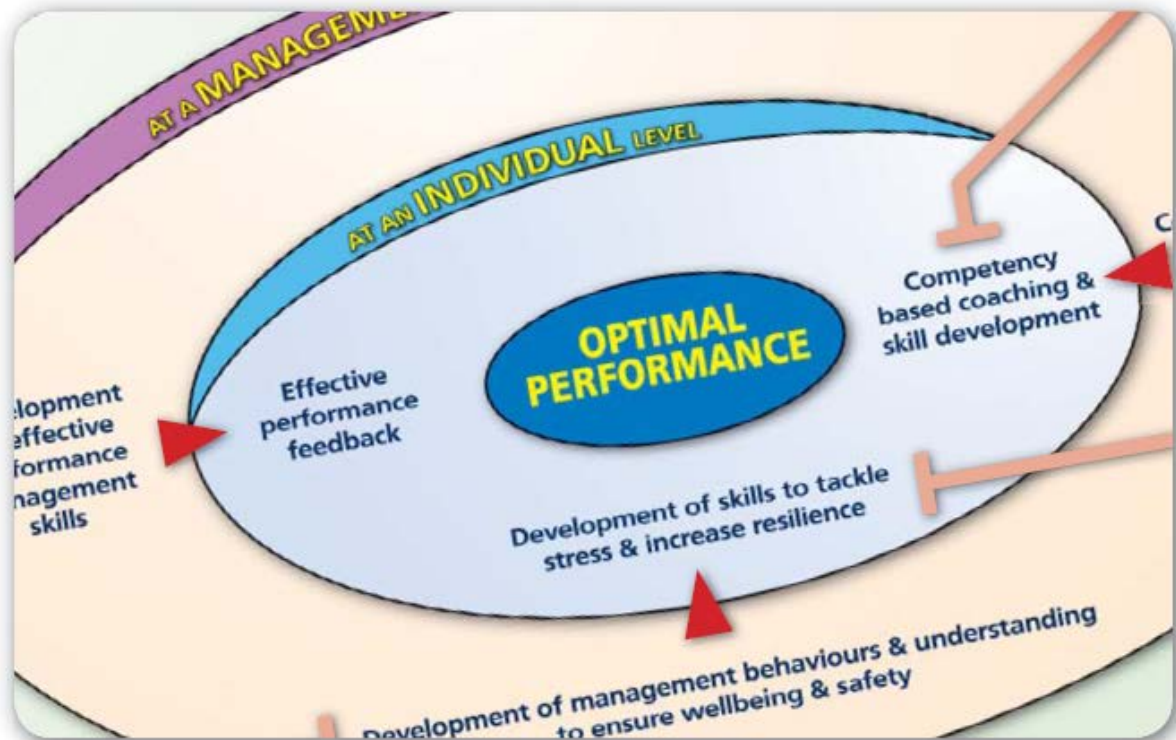


OPTIMAL PERFORMANCE

Organisations are constantly seeking to ensure the optimal performance of their people. Many of these activities will involve efforts at each of the following levels:

- Organisation-wide - Strategy-based development of processes and procedures
- People managers - Development of skills to support effective applications of procedures and delivery of strategic objectives
- Individuals - Competency-based feedback and skill development to ensure optimal performance



An individual attending a selection process, for example, may not be aware of the **competency framework** that the organisation has developed for the role and of the **succession planning** that has led to the vacancy. However, this work at a more strategic level will support the choice of the best person for the job, setting the basis for future optimal performance for both the individual and the organisation.

The Keil Centre has experience working with companies at all levels: from coaching for individuals, to assistance at a more strategic level. We have the **knowledge and the experience** to be able to diagnose the root cause of any difficulties and help organisations work towards effective improvement. Our occupational psychologists specialise in understanding individuals at work, identifying strengths

and barriers to successful performance at both individual and organisational levels.

The Keil Centre's interventions are effective as they are based on an understanding of **both individual and organisational factors** that can facilitate or restrict performance.

When all levels of the organisation are working effectively towards optimal performance, the signs of success will be clear: *motivated, enthusiastic* staff who *perform consistently* at high levels, stay with the company and help to develop a *stable, successful* organisation.