



Orientation to High Performance Work Systems

Course Overview

TARGET

AUDIENCE—

All employees responsible for reporting to teams.

COURSE LENGTH—

One day

COURSE

DELIVERY—

Fisher Group trainers facilitate in-house sessions.

Orientation to High Performance Work Systems supports your organization's transition to high performance. This course introduces every member of your work force to the concept of commitment-based management. Attendees learn why control-oriented management models do not work in many situations. And they see why the change to open communication and teamwork can make everyone more successful in today's competitive business environment. Employing a highly interactive business simulation, the course makes a compelling case for creating a team-based work structure.

Orientation to High Performance Work Systems helps employees understand that today's rapidly changing competitive environment requires all employees to operate as business partners in their organizations.

Orientation to High Performance Work Systems attendees experience the pitfalls of the control management paradigm, and learn to build highly effective, commitment-based teams while participating in Fisher Group's simulation, the Space Shuttle Shop.

During Orientation to High Performance Work Systems, attendees develop an understanding of how their roles change as a commitment-based culture unfolds in their organizations.

Change is difficult, even when you and your employees recognize that change is imminent. After attending Orientation to High Performance Work Systems, employees understand why you have chosen to use high performance strategies. They experience the transition from control- to commitment-based work processes. And they discover why change translates into greater job satisfaction and productivity for everyone.

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