



# Cure common friction points.

Bite-size modules that pack a punch  
to fast track people and performance.

# Performance.

Performing in a modern day work force means you rarely have the right amount of time, money, resources or experience. This is why doing the difficult work is so valuable. It's hard to get done.

## Why use Accelerators?

There is a point in any results based activity when our aspirations for achievement get seriously challenged. When the going gets tough forward thinking leaders find a way rather than lose their way. These Accelerator modules offer practical skills to navigate common friction points that derail the most seasoned leader.

## What will you achieve?

- Fast track programs that pack a punch
- Lean programs that are fast paced and fluff free
- Reduce the frustration and fatigue of difficult work
- A cost effective approach to offer learning at scale
- Skills to solve problems precisely when their needed
- Context is considered so people apply what they learn
- Online content to learn on the couch – or on the move
- Bite-size learning that suits a business need when in need

## How does it work?

- 3 hour workshop
- Suitable for 15 – 50 participants
- Specific strategies to tackle learning transfer
- Combine modules to create a performance package
- Includes a comprehensive 90 days post program support
- Delivers practical resources you can implement immediately
- \$5K + gst

# Accelerator modules.

Programs packed with practical tools and techniques to overcome common friction points that prevent performance being realised.

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# Bite-size structure.

When it comes to engaging people, changing behaviour and achieving results, research shows bite-size is definitely the right size.

						
<b>Engage</b>	<b>Context</b>	<b>Relevance</b>	<b>Application</b>	<b>Sharing</b>	<b>Pledge</b>	<b>Booster</b>
Pre-work to build interest and excitement.	Knowing why it matters increases motivation.	Knowing benefits breaks down learning barriers.	Using specific scenarios enhances skills transfer.	Motivation increases when we share progress.	A public pledge builds personal accountability.	Sustained support helps results get realised.



## Maximise benefits

Accelerators trim the fat of traditional programs to focus on the meaningful content that matters most. Practical strategies that address real life issues, at the time they are required, to fast track results and foster a culture of high performance.



## Limit disruption

Taking people off-site for days at a time comes at a cost. A bite-size approach is a lot more productive. People don't need to be replaced, or resent being taken off-site as work piles up, which really increases the likelihood for learning.



## Learning transfer

If you want to get fit, being motivated to be stronger, leaner and fitter isn't enough. You also have to do the work. Each Accelerator includes implementation tactics so people break a sweat and put their new skills to work, minus the Lycra.

# Package up performance.

Bundling modules to fast track specific groups is an effective strategy for driving higher levels of performance, productivity and profit.

## Fast start

Quickly turn high potential into high performance by mastering what it takes to succeed as a new leader. Perfect for when you want to set up new managers to lead like seasoned experts in a matter of weeks.

**Leadership** + **Productivity** + **Delegation**

## Sales superstar

Getting stuck selling product is the fastest way to lose a prospective client. Get your team turning enquiries into customers and creating competitive advantage so they can thrive in a new world of sophisticated selling.

**Influence** + **Communication** + **Leadership**

## Peak performance

Performance integrity means the ability of a player or coach to be at their best when times are at their toughest. Essential in high performance environments where interference has to be overcome for results to be realised.

**Direction** + **Performance** + **Leadership**

## Game changer

Nothing drains a leader's energy like getting caught in the day-to-day drift. Give your leaders the tools to become a conductor for capability, so they invigorate and inspire the team, gaining time to do be more strategic and future focused.

**Direction** + **Delegation** + **Communication**

## Champion change

Build a cohort of people equipped to manage complexity and ambiguity and they will find their best when times are at their toughest. Change champions always lead the way as they relish change and use it to their advantage.

**Direction** + **Leadership** + **Communication**

# Don't take my word for it.

## Practical

Andrew ran the most practical and interactive session we have seen in our network. His delivery got people up and moving and applying their learning in a meaningful way. I've never seen the group so eager to be involved in a presentation. He had the room in the palm of his hand.

Elaine Dickson, Secretary  
Manningham Business Network

## Engaging

I have attended a number of Andrew's Accelerator programs and intend to go to a number more. Engaging and insightful, I always walk away at the end of the program feeling like I am ready, willing and able to tackle my toughest challenges. Feeling bullet proof is wonderful for my motivation.

Susan Evans, Principal  
Ballandean State School

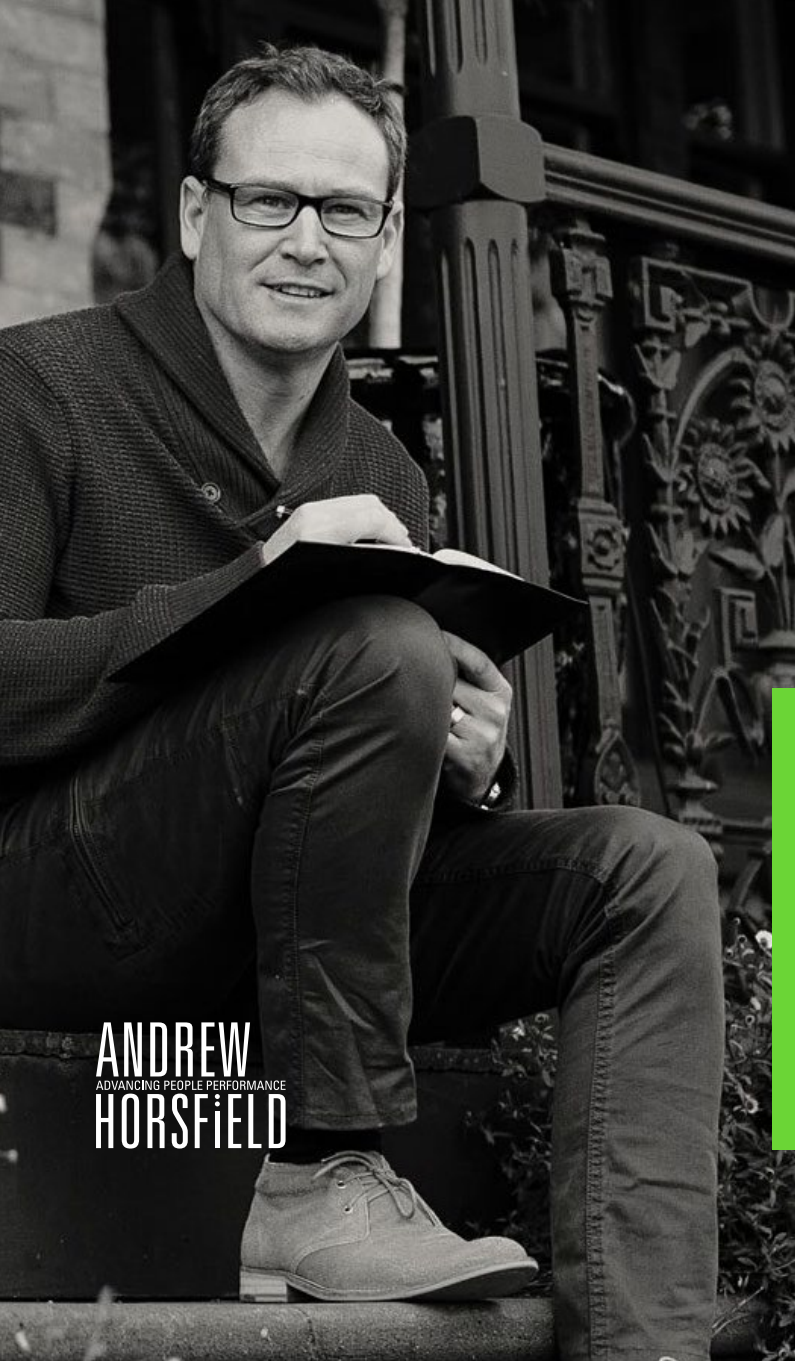
## Revolutionary

I was slightly skeptical about the bite-size format and the benefits we would achieve, but am happy to say Andrew proved me wrong. Achieving some great results in such a short period of time has revolutionized my thinking about how we deliver similar training programs in the future.

Marcus Baron, Chief Learning Officer  
Apple

You would be in  
good company:





**ANDREW**  
ADVANCING PEOPLE PERFORMANCE  
**HORSFIELD**

## About Andrew

Over the past 20 years Andrew has worked in Learning and Organisational Development in Australia, the UK, and South West Pacific. He has experience in advancing people and performance in finance, education, technology, retail, and elite level sport.

Helping people perform at their peak is what gets him out of the bed in the morning. Sometimes way too early.

**Success  
starts  
here.**

Whether working with a start up making their way, or a mature business seeking new levels of success, Andrew draws on human psychology, neuroscience and motivational theory to help clients address the challenges of human performance.

Let's give you the tools  
to get the job done.

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