



Building  
**HIGH PERFORMANCE**  
Organizations



Is your organization aligned for performing at an optimum level?

Would you like an MRI of your organization to pinpoint opportunities for performance improvement?

Is your organization's strategy linked to operations for competitive advantage?

Are your Board Members effectively performing in the critical areas of Board Governance?

Do you have a process to assess your leadership skills set and to maximize their potential?

Is your organization creating value through staff skills and competency enhancement?

Are you a member of a CEO Forum?

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*CLCI's mission is to help clients transform their businesses to  
High Performance Organizations™ (HPO)*

*An HPO must align goals and objectives with organizational  
competencies in three core areas:  
Strategy - Design - Culture*

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## Who is The Corporate L.I.F.E. Centre International Inc. (CLCI)?

CLCI is a leading provider of management consulting and human resources development services based in Canada with a branch office in Saudi Arabia.

CLCI is a market leader in creating High Performance Organizations™ by offering a holistic and integrated process that ensures the achievement of an organization's strategic goals.

To assist organizations achieve alignment in Strategy-Design-Culture, CLCI uses an integrated process built upon a methodology defined as **Integrated Performance Management™ (IPM)**.

We work with our client's senior leadership team to address the following key organizational issues:

- Organizational alignment of the key elements for optimum performance
- Effective utilization of organization's assets and resources
- Successful execution of strategy in the organization
- Effectiveness of the Board of Directors
- Assessment of human resources to maximize their potential
- Value creation through skills and competency enhancement

The key to our success is the well-defined and proven methodology, processes, tools and facilitation techniques. Our full range of programs, products and services help individuals, teams and organizations make the move to High Performance, where all employees feel and act like partners in the business.

Our consultants are former successful business practitioners with strong academic credentials and relevant industry expertise.

CLCI in partnership with Resolver also assists organizations implement an efficient and effective sustainable program to address Governance, Risk Management and Compliance (GRC)

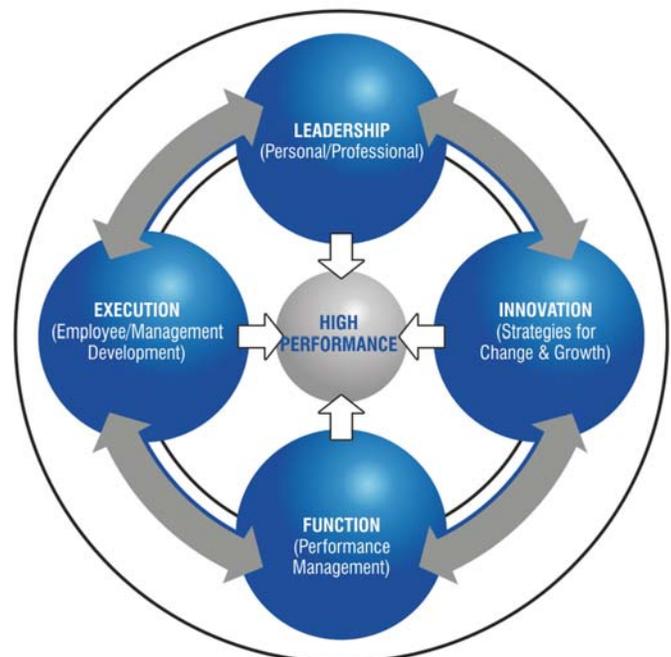
This Risk Management suite of solutions allows users to document processes, assess and prioritize risks, evaluate controls, perform tests and track and manage issues and action plans.

Our client list includes many medium to large organizations in Canada and internationally who have experienced the CLCI Advantage on their path to High Performance.

**Find out how your organization can also benefit from CLCI.**

For a complete range of integrated consulting, teaching and coaching programs, products and services, please visit our website: [www.theclci.com](http://www.theclci.com) or send an email to [info@theclci.com](mailto:info@theclci.com)

### CORPORATE L.I.F.E.



**CORPORATE L.I.F.E. IS INTERDEPENDENT**

## Integrated Performance Management™

CLCI's Integrated Performance Management™ (IPM) methodology is based on the premise that organizations can successfully reach their full potential by transforming into **High Performance Organizations™ (HPO)**.

Over the years CLCI has worked with many organizations to successfully provide the full spectrum of consulting services under our IPM™ methodology which is presented below:



### An integrated, continuous cycle rather than a one-time event

The external and internal environments of most organizations are dynamic and at times even turbulent, presenting many challenges but also many opportunities.

Formulating a clear and compelling strategy to manage growth and change is among the most important work leaders can perform. It involves looking inward as well as outward. CLCI works with management to validate existing plans and develop new but relevant and practical strategies for dealing with growth and change. The basic goal of any strategy is to create a sustainable competitive advantage.

#### Strategic Map



Strategy addresses the interface between the organization and its environment

# Developing Performance Measurement & Management Systems

Every organization needs to measure and manage performance to satisfy the demands of all stakeholders. CLCI assists in developing and implementing Performance Measurement and Management Systems (PMMS) by integrating operational objectives with processes, people and strategies.

High Performance Organizations™ have disciplined people, disciplined thinking and disciplined actions. Management and staff take responsibility for their individual performance and the performance of the whole organization. The company is focused, committed and everyone follows through. But this cannot be accomplished without an excellent PMMS

Management must continually analyze and measure their key performance indicators until they fully realize what drives their financial success.

There are three key roles of PMMS:

1. To establish a basis for accountability
2. To evaluate individual and team performance for driving the right behaviors based on an organization's core values
3. To provide a basis for identifying opportunities for organizational improvement

CLCI has created a **three phase** process to transform your company into a High Performance Organization™ by using its proprietary Integrated Performance Management™ methodology to deliver Performance Measurement and Management Systems in a Strategy Focused Organization.

In the **1st phase**, CLCI works with the senior leadership team of the organization to design a strategy for the organization. The **2nd phase** translates this strategy into a Strategy Map, which shows a visual representation of how the organization describes the logic of the strategy. From the Strategy Map a Balanced Scorecard (BSC) is created using Resolver\*Risk, which helps mitigate the risks around reaching each objective in your BSC.

In the **3rd phase** of implementing the strategy, Resolver\*Risk also allows the user to add action items, tasks and the use of workflow to the objectives in the BSC. With Resolver\*Risk each employee has tasks and objectives assigned to them, which corresponds to their position within the organization. Using Resolver\*Risk to implement this process allows the continuity of the strategy even if the BSC is modified or if there is staff turnover.

CLCI uses its proprietary Integrated Performance Management (IPM)™ methodology to create PMMS in an organization.



## Creating a Strategy Focused Organization (SFO)

Strategies are developed by the senior leaders of an organization, and implemented by the entire management and operational staff. CLCI has developed a proven process which has helped many of our clients create, report and execute strategy successfully. This process is supported by easy-to-follow models, templates, executive retreat sessions and workshop material.

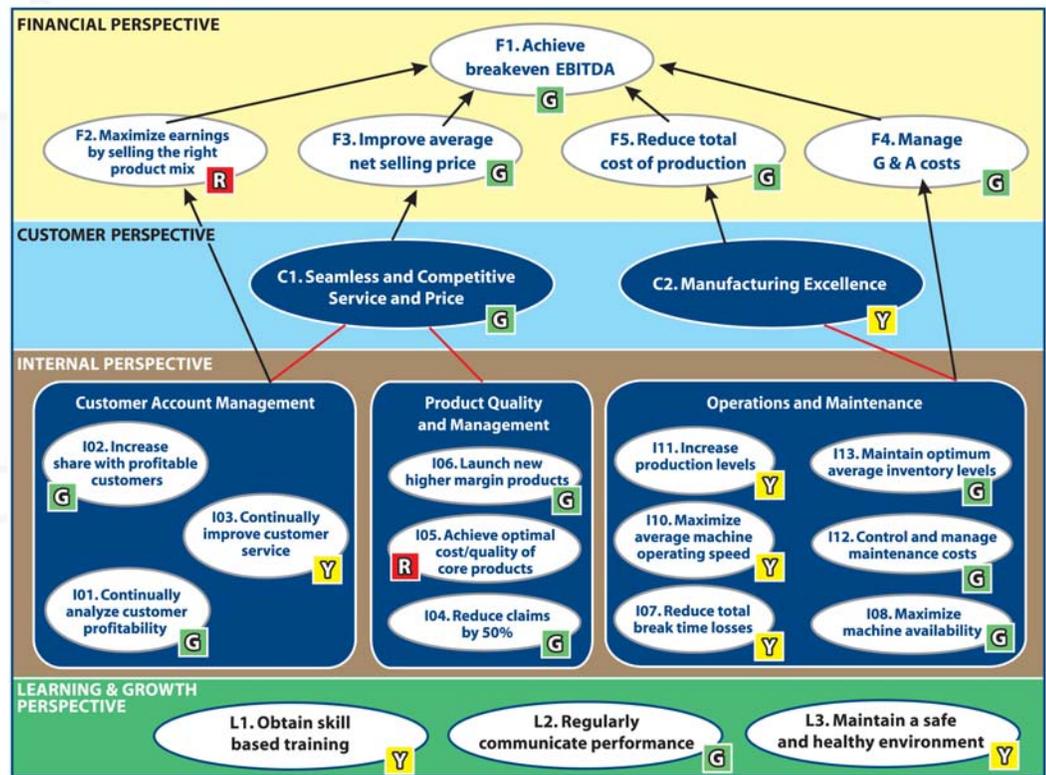
CLCI consultants work closely with the Senior Leadership Team (SLT) of the client's organization to help:

1. Develop (or validate) the strategy and build the strategic plan
2. Translate the strategy into operational terms using the Balanced Scorecard
3. Align the business units and teams with the corporate strategy
4. Motivate to make strategy everyone's everyday job
5. Govern to make strategy a continual process

CLCI's process of 'Creating a Strategy-Focused Organization' is built around the five principles propounded by Drs. Robert Kaplan and David Norton, the creators of the Balanced Scorecard.

CLCI works with the senior leadership team to clarify the mission, values and vision statements and to conduct strategic analysis leading to strategy formulation. **Strategic Framework** is created from the decisions made in the strategy planning sessions, which becomes the precursor for the Strategy Map.

A **Strategy Map** provides a visual representation that tells the story and the logic of the strategy of an organization. It is the missing link between strategy formulation and strategy execution.



CLCI helps create the **Balanced Scorecard** to provide the vital link between Vision, Mission, Values, Corporate Goals and Critical Success Factors on the one hand, and the Operational Objectives, Measures, Targets, Initiatives and Action Items on the other. Also identified on the Balanced Scorecard are the sponsors and owners of Corporate Goals, Objectives and Initiatives, who are accountable for the Key Performance Indicators (KPIs).

# Conducting Organizational Health Check and Measuring Board Performance

CLCI conducts the Organizational Health Check using a suite of organizational assessments to quickly pin point best opportunities for strategic performance improvement.

These assessments clearly illustrate management and employee alignment and answer the question: Are the senior managers on the same page and to what degree are your employees engaged and committed?



The underlying framework of these assessments is the [Organizational Dynamic Model](#) (ODM) which covers 35 business disciplines. These disciplines are tied to three critical areas of the organization – Strategy, Design, and Culture. The ODM provides a sensible, cross-functional structure to evaluate business performance.

All content linked to the ODM model is based on best practices research conducted in conjunction with the Anderson School of Management at the University of California at Los Angeles (UCLA) and Pepperdine University. The assessment report compares results with the over 4,000 organizations global best practice database and includes a "[Strategic Performance Index](#)" which provides the overall performance score in relation to this database.

Using a similar ODM research and model, CLCI also offers **Board Performance Assessments** which helps assess the overall effectiveness of a Board of Directors from two standpoints:

- 1) Their ability to work together and
- 2) The degree to which they are in compliance with Sarbanes-Oxley-related governance best practices and other board related imperatives.

In addition to a series of comprehensive charts and tables, the complete set of reports features a "Board Performance Index" and "Report Card".



## Optimizing Workforce Alignment and Assessments

The **PXT Assessment**\* is a multi-purpose assessment that is used for selection, coaching, training, promotion, managing, and succession planning.

It is a powerful and dynamic management tool that is designed to facilitate achieving the best possible job fit and investigates three key areas job-related qualities that make a person productive – Behavioural Traits, Occupational Interests, and Thinking Style as a part of evaluating how an individual fits into a particular job.

PXT provides a thorough analysis of people, job responsibilities, and job match. It gives a customized job match patterns, suggests relevant interview questions, yields a percentage match when comparing a candidate to the top performers, provides a detailed positive analysis of the individuals who are assessed, and can provide thousands of "experienced" Job Match Patterns for use in developing organization specific patterns.

The **CheckPoint360<sup>™</sup> Feedback and Evaluation System**\* is a powerful professional development tool that positively impacts an individual's growth and career and an organization's success. For managers, supervisors, and others in leadership positions, it can facilitate peak performance that generates improved productivity. It surveys 70 specific job skills, which fall into eight universal management and leadership competencies and 18 skill sets.

It is a process that provides managers and leaders with an opportunity to receive an evaluation of their job performance from the people around them – their boss, their peers and the people whose work they supervise.

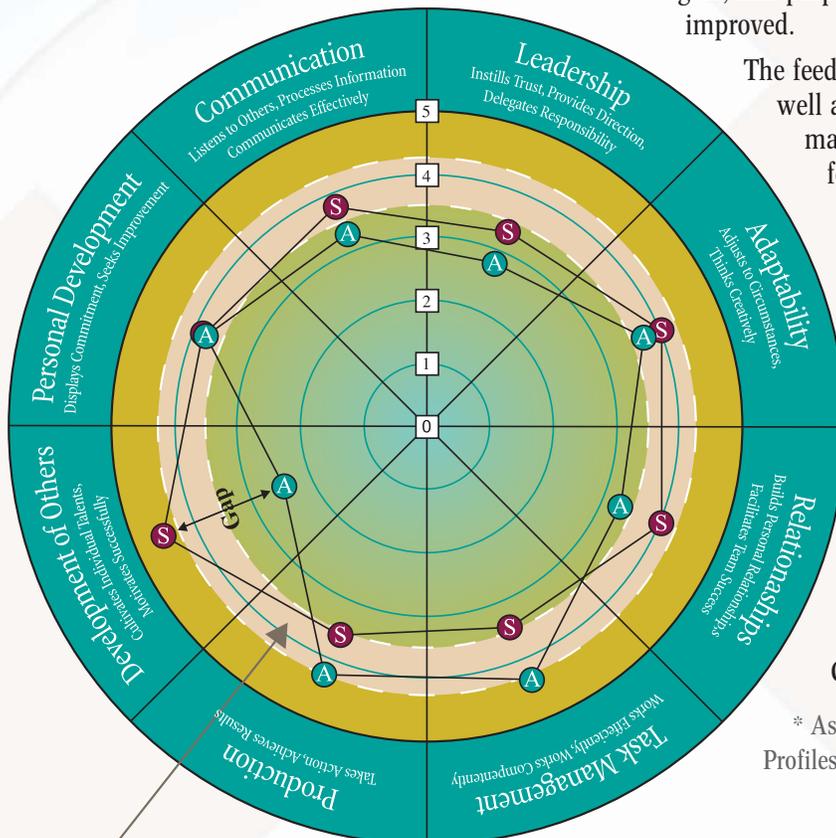
From this feedback, managers can compare the opinions of others with their own perceptions, positively identify their strengths, and pinpoint the areas of their job performance that could be improved.

The feedback reports have colourful graphs and charts as well as narrative descriptions of the results to help the manager read, understand, and effectively use the data for self-development.

The report has a special personal growth section that coaches the manager and helps improve performance in development areas.

The **Organizational Management Analysis**\* is a summary of the data from all of the individual CheckPoint 360° feedback reports from a selected group. It verifies individual alignment with the corporate vision, mission, purpose and strategic goals. This analysis aids in charting a course to achieve organizational goals with purpose, clarity and certainty. This analysis is an integral part of the CheckPoint 360 Competency Feedback System.

\* Assessments are provided by CLCI'S strategic partner Profiles International



Favorable Zone  
(3.50 to 4.25)

# Providing Human Resources Development Services

To have a vision is necessary.

However, it is not easy to become a High Performance Organization™ (HPO) and stay there without focusing on management depth and staff competencies. CLCI consults, teaches and communicates relevant human resource solutions making sure the people process is properly executed.

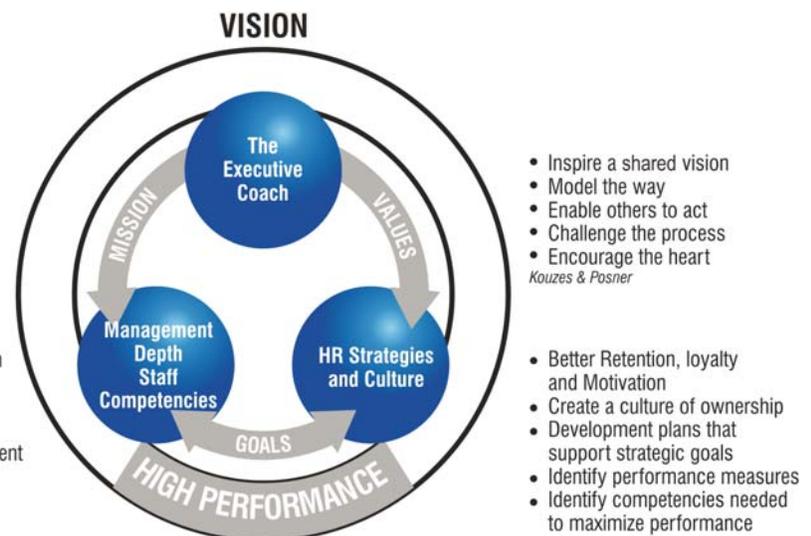
Organizations must implement and consistently apply seven key High Performance Organization human resource strategies:

1. Employee Recruitment and Selection
2. Performance Appraisal
3. Executive Coaching and Mentoring
4. Workforce Segmentation and Planning
5. Motivating and Retaining Employees
6. Team Building
7. Training and Development

CLCI offers the following programs and services to support the above objectives:

- Developing and Implementing HPO HR Strategies
- Management Development Process
- Principles of High Performance Teams
- Custom Designed Seminars and Workshops
- Human Resource Policies and Procedures
- Career Counselling
- Competency-based Team Management

- Communication
- Leadership
- Adaptability
- Relationship
- Task Management
- Training



**No Organization will Rise Above the Depth of its Management and Staff, No matter How Great The Vision!**

The work of an organization is accomplished by people. It is people who interface with the customer, make the product, deliver the service, plan and co-ordinate how work gets done, improve processes and systems, ensure quality and return a profit or surplus. Technology has provided us with better tools but it is still people who do the work of an organization and are ultimately responsible for its success.

CLCI focus is on creating a disciplined executive culture in your organization. The programs and services are designed to enhance management depth, develop your employee's performance and achieve growth and change objectives.

CLCI offers well-researched, comprehensive and in-depth "people development" programs which help increase the effectiveness of leaders, managers, staff, business units, departments and teams across the entire organization to drive the business results.

The programs are presented by experienced consultants, practitioners and certified trainers from United Kingdom and Canada.

CLCI's trainers have extensive experience in the subject matter and are approved trainers certified by leading international professional bodies.



## Facilitating the Executive Network (TEN™)

To support the CEO's and business owners in their leadership role, CLCI facilitates a forum called "The Executive Network" which acts as a peer advisory group and networking association.

TEN members within the group are non-competing and ensure complete confidentiality of all discussions. They accept and demonstrate the same core values as their peers with integrity governing all actions.

TEN™ offers members the unique opportunity to:

- Discuss with the facilitator on an ongoing basis the key business issues and needs of the organization
- Undergo an annual organizational health check which identifies gaps in the strategy, design and culture of the organization and provides solutions for strategic business improvement
- Step back from day-to-day business pressures and meet monthly in a Board Room environment to focus on the bigger picture
- Discuss key business issues in a constructive and highly interactive way, sharing ideas and personal experiences for the benefit of the group
- Provide and receive invaluable feedback from a diverse group of business owners belonging to a wide variety of industries
- Review their strategic and business plans once a year with their peers who provide very useful perspective and insight
- Develop a good understanding of each others business and key challenges being faced by one another
- Meet outside business experts who are regularly invited to these meeting to present the latest tools and techniques needed to run the businesses
- Discuss fresh perspectives and new ideas with subject matter experts that help members solve problems, explore new opportunities and implement positive change in their companies
- Share the best management practices on select topics which are researched and presented by CLCI

TEN offers members a unique blend of business resources and personal support to help them meet the challenges faced by CEO's.

TEN™ is primarily focused on increasing the effectiveness and enhancing the lives of CEO's.



# CLCI Services & Offerings

- Developing Performance Measurement and Management Systems using the Balanced Scorecards
- Creating a Strategy Focused Organization
- Conducting Organizational Health Check and Measuring Board Performance
- Optimizing Workforce Alignment and Assessments
- Providing Human Capital Development Programs
- Facilitating The Executive Network™ (TEN)

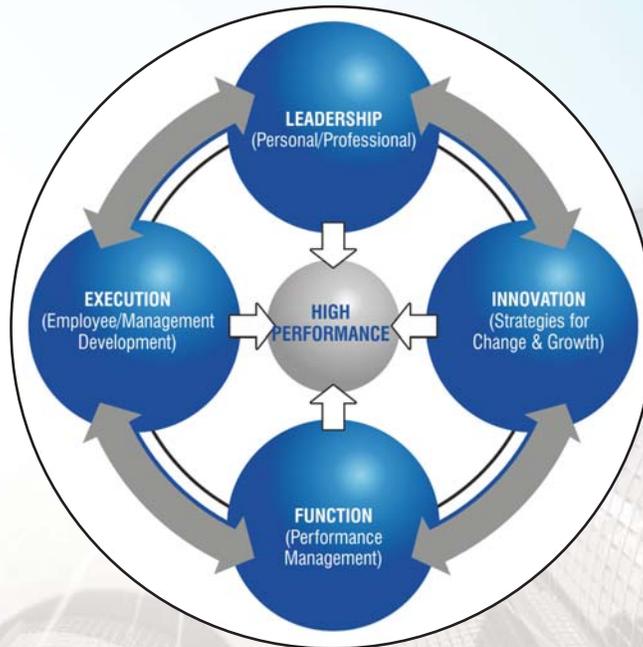
# CLCI Clients





Where Your *Transformation* to a High Performance Organization BEGINS!

## Corporate L.I.F.E.



**Corporate L.I.F.E. is Interdependent**

Invest in Your People • Invest in Your Organization

## Invest in Your Future

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