

Talent Development as a Profit Center

Holistic TD - Powered by P.E.R.F.O.R.M.

Q1: Who are the Top Performers?

	urement		+ Add New	Measureme	ents	× Clear	Q o		Obje	CTIN	ve	IVIE	eas	uren	ner	זר
Pipeline Revenue		•					Factors	_								
Name	Date 🔨	Value														
Andy Grantham	07/01/15	2590	Closed Business				*					OCI	JS			
Anna Brewer	07/01/15	1040			-											
Benjamin Zervas	07/01/15	17759	Name		Date A	Value										
Bob Connor	07/01/15	500	Bob Connor		01/01/15	200										
Candace Brown	07/01/15	12390	Bill Cote		01/01/15	6000										
Chuck Keown	07/01/15	1498	Bill Cote	One-To-One M	leasurements											
David Chicano	07/01/15	3675	Dan Bush		lousuronnonta											
David Krah	07/01/15	515	Dan Bush						(Contraction)							
David Schenk	07/01/15	612	1 - 5 of 39	+ Start:	Start Date	End: En	d Date		CO Pacios							
David Zimgibl	07/01/15	700														
Doug Obester	07/01/15	2890														
Elizabeth Pedley	07/01/15	831	Quarter	Pipeline Revenue		•	Closed Business									
Eric McCoy	07/01/15	2400	Name	Vame	Date 🔨	Value	Name	Date 🛧	Value							
Gilberto Morales	07/01/15	200	Alasdair Be		07/01/15	2590		01/01/15	200							
Greg Jones	07/01/15	2680	Alberto De		07/01/15	1040		01/01/15	8000							
1 - 15 of 78		< >			07/01/15	500		01/01/15	Construction of the second second	eer Measure	monto					
			Andy Gran Anna Brew		07/01/15	12390		01/01/15	[IIII] Peel-10-Pe	er measure	ments					
				1 - 5 of 78		< >	1 - 5 of 396		Base Comparison:		Secondary Comp	vicon:	1	History		
			1 - 5 of 29				1		Manager	•	and any comp	•	•			
				Quarterly Revenue		•	Pipeline Count		Employees		Closed Busin	ness 🔹 S	tart Date	Quarterly Revenue		Start Date
			N	Name	Date A	Value	Name	Date A	Name 🔨	Hire Date	8 Compare All	O Peer Only	End Date	Compare All	Peer Only	End Date
					03/01/14	0		07/01/15	Allowed at the		Name	Date A	Value	Name	Date 🔨	Value
					03/01/14	77948		07/01/15			<u> </u>	01/01/15	200		03/01/14	0
					03/01/14	740		07/01/15				01/01/15	6000		03/01/14	197268
			-		03/01/14	0	Constant Design	07/01/15			e	01/01/15	2000	<u></u>	03/01/14	77948
			1	1 - 5 of 292		< >	1 - 5 of 78		terre Traingent		1 - 3 of 396		< >	1 - 3 of 292		<
											Name	Date 🔨	Value	Name	Date 🔺	Value
												01/01/15	200		03/01/14	0
									Additional and a second s							
												01/01/15			03/01/14	197268
												01/01/15	2000		03/01/14	77948
													2000			
02	Ч /			2011	rom	ont	_		Contract Partners		dill barrasson Santa sonosso Barrata sonos Barrata sonos	01/01/15 01/01/15	2000 297 149		03/01/14 03/01/14	77948 740
_oa	d A		/ Me	asu	rem	ent	_		1 - 12 of 12 Employ	ees	600 - 10000 - 10000 - 1000 - 1000 - 1000 - 1000 - 1000 - 1000 - 1000 - 1	01/01/15	2000 297 149		03/01/14 03/01/14 03/01/14	77948 740 0
_oa	d A		í Me	asu	rem	ent	_		decision decision decision 1 - 12 of 12 Employ		600 500000000 600 5000000 600 500 50000 600 500 50000 600 500 50000 600 500 50000 600 500 50000 600 500 50000 600 50000000000	01/01/15 01/01/15 01/01/15 01/01/15 01/02/15 01/02/15	2000 297 149 180 30 100		03/01/14 03/01/14 03/01/14 03/01/14 03/01/14 03/01/14	77948 740 0 5139704 27064 123961
			/ Me ANY	0.00					44-4-4-54-440 44-4-4-54-440 4			01/01/15 01/01/15 01/01/15 01/01/15 01/02/15	2000 297 149 180 30 100		03/01/14 03/01/14 03/01/14 03/01/14 03/01/14	77948 740 0 5139704 27064

Q2: How did they get to be one?

	Information	Clear					Add Employee	Conn	ect the d to the	ots
Richard Daou							∧ hide		to the	
Division Department Job Manager Branch	Axelerom Executive Board VP - Sales Helayel, Raymond		History Ca Ca Ca Ca Ca Ca Ca Ca Ca Ca	Address Phone Performance Reviews Learning Experiences Paid Time	2	Interview History Compensation History		[DETAILS	
Schedule	Mon - Fri 9:00am - 5:00pm		1 1 1	Off/Days Out	00	Factors				
	l Info ievements Prior Jobs NAME N	Learning Activities	Watch Lists	Helay	Employee	Search ayel Job History	Clear	Department History	Manager History MANAGER EFF DATE	A hide
0 - 0 of 0						Job Interview History RVIEW EFF DATE	BRA	Branch History	Work Schedule History	
En	nploye	e Det	tails	5	Skills Lear	ing Activities Knowledge	e Behavior Sour	CB.		
6	and Su	mma	ry					NAME ¥		

TD Investment Results Analysis

Base Comparison:	Secondary Comp	arison:		History		See.
Manager .	<u></u>	•	•		Jobs	
Employees	Closed Busin	ness + Si	tart Date	Quarterly Revenu	e •	Start Date
Name A Hire Date	Compare All	O Peer Only E	nd Date	Compare All	O Peer Only	End Date
	Name	Date 🔺	Value	Name	Date 🔨	Value
		01/01/15	200		03/01/14	0
		01/01/15	6000		03/01/14	197268
		01/01/15	2000	<u> </u>	03/01/14	77948
	1 - 3 of 396		< >	1 - 3 of 292		< >
	Name	Date 🔨	Value	Name	Date 🔨	Value
	-	01/01/15	200		03/01/14	0
		01/01/15	6000	Alimetra Deciment	03/01/14	197268
		01/01/15	2000		03/01/14	77948
The state of the s	-	01/01/15	297	<u> </u>	03/01/14	740
4 40 440 5 1	-	01/01/15	149		03/01/14	0
1 - 12 of 12 Employees	-	01/01/15	160		03/01/14	5139704
		01/02/15	30		03/01/14	27064
		01/02/15	100		03/01/14	123961
		01/02/15	100		03/01/14	422631
	1 - 9 of 396		< >	1 - 9 of 292		< >

Peer-Group <u>Context</u> is VITAL



TD Investment Results Analysis

Base Comparison:	Secondary Comp	arison:		History		See.
Manager .	<u></u>	•	•		Jobs	
Employees	Closed Busin	ness + Si	tart Date	Quarterly Revenu	e •	Start Date
Name A Hire Date	Compare All	O Peer Only E	nd Date	Compare All	O Peer Only	End Date
	Name	Date 🔺	Value	Name	Date 🔨	Value
		01/01/15	200		03/01/14	0
		01/01/15	6000		03/01/14	197268
		01/01/15	2000	<u> </u>	03/01/14	77948
	1 - 3 of 396		< >	1 - 3 of 292		< >
	Name	Date 🔨	Value	Name	Date 🔨	Value
	-	01/01/15	200		03/01/14	0
		01/01/15	6000	Aliant Marine	03/01/14	197268
		01/01/15	2000		03/01/14	77948
The state of the s	-	01/01/15	297	<u> </u>	03/01/14	740
4 40 440 5 1	-	01/01/15	149		03/01/14	0
1 - 12 of 12 Employees	-	01/01/15	160		03/01/14	5139704
		01/02/15	30		03/01/14	27064
		01/02/15	100		03/01/14	123961
		01/02/15	100		03/01/14	422631
	1 - 9 of 396		< >	1 - 9 of 292		< >

Peer-Group <u>Context</u> is VITAL



P.E.R.F.O.R.M. Connects the Dots





Before We Go Further . . . Supporting Resources

- www.Cultivisor.com
- P.E.R.F.O.R.M. online demos
- "All These People" free download
- Inquiry@Cultivisor.com

(Ken.Johnson@Cultivisor.com)

 \$1,250 one-time set up fee / \$1,250 per <u>company</u> annual subscription



"Job Task" Focus

unt Manager	•	learch	C	lear				Save	+ Add
count Mar	ager								∧ h
Series	Test Series		Details	Test job desc	ription				
Grade	Test Grade								
Code	Test Job Code								
Job Tasks	Job Properties								
Job Tasks Departm		ing Interview		ess Enablers	Accountability Fac		ACTIVE		otors
Departm	ents Required Learn FACTOR provement project active at		DET g at least one opportur	AILS	Accountability Fac	MEASUREMENT			otors
Departm One imp all times	ents Required Learn FACTOR provement project active at	Must be pursuin using our servic	DET g at least one opportur	AILS hity to improve the		MEASUREMENT	ACTIVE		
Departm One imp all times	ents Required Learn FACTOR provement project active at all monthly.	Must be pursuin using our servic Record at least	DET g at least one opportur es.	AILS hity to improve the		MEA SUREMENT	ACTIVE		

webcasts 🖸 LU

oardroom Basic	:s							^ h
Reference	MBA 102		D	etails Notes	Options			
Category	ription Understanding the drivers of supply chains and h		Type Inst	uctor Led - In Pe	erson +			
Description	scription Understanding the drivers of supply chains and how they connect the business strategy to the supply ch		Provider	enel Extern	al			
	scription Understanding the drivers of supply chains and how they connect the business strategy to the supply cl			visor +				
				Class Size 24 Catalog Or	Off			
				Class Size 24	Off			
Sessions Learn				Class Size 24 Catalog Or Activity Materials				Session
Sessions Learn	ing Outcomes Prework A	START DATE	END DATE	Class Size 24 Catalog Or Activity Materials START TIME	END TIME	CLASS SIZE	+ New ACTIVE	
Sessions Learn	sing Outcomes Prework A			Class Size 24 Catalog Or Activity Materials		CLASS SIZE 24 12		Session



lelayel, Raymond							Save changes
ld/Edit Accountability Review							
Employee:	Helayel, Raymo	nd					
Reviewed by:	Daou, Richard				Observed on:	06/01/16	
Scheduled date:	06/23/16				Actual date:	06/23/16	
Notes:	Raymond is naili	ng it!					
		/					\frown
Accountability Fact		Employee	ores (1=low; 5 Manager	Both		Action to be taken	Load default factors
Accountability Fact Customer base is expanding annua Board of Directors are content					n/a n/a	Action to be taken	Load default factors
Customer base is expanding annua		Employee 5	Manager 5	Both 5		Action to be taken	Load default factors
Customer base is expanding annua		Employee 5	Manager 5	Both 5		Action to be taken	Load default factors

droom Basics	•][Search	C	llear			H Save	Add Cou
oardroom Basi	cs							∧ hi
Reference	MBA 102		D	letails Notes	Options			
Category	Business Acumen			Type Inst	uctor Led - In Pe	rson +		
Description			Provider In	emel Externa				
	cription Understanding the drivers of supply chains and ho they connect the business strategy to the supply							
				Class Size 24 Catalog Or	Off			
	ed Skills	Assignments Cou	rse Exercises	Class Size 24	Off		+ New	Session
		Assignments Cou	rse Exercises	Class Size 24 Catalog Or	Off	CLASS SIZE	+ New	Session
Sessions Lean	ing Outcomes Prework /			Class Size 24 Catalog Or Activity Materials		CLASS SIZE 24		Session
Sessions Lean	ing Outcomes Prework /	START DATE	END DATE	Class Size 24 Catalog Or Activity Materials START TIME	END TIME			



el, Raymond														_
Accountability Review				Save changes	Bo	pardroom Basic	5							1
Employ Reviewed Scheduled da Noti Accountability order base is expanding a	y: Daou, Richard te: 06/23/16 es: Raymond is nailing it Factors E nnually 5	Scores (1=low; 5=high) mployee Manager Both	a			Reference Category Description	MBA 102 Business Acumen Understanding the driven they connect the busines execution.		• how	Provider				
ce Reviev	VS Employee:	Add/Edit Perfor	mance Re	view	+ Add Perio	IN STRUCTOR Ken Johnson John		Assignments Coo START DATE May 30, 2016 Jun 13, 2016	Irse Exercises END DATE May 31, 2016 Jun 15, 2018	Activity Materials START TIME 8:00 PM 8:00 AM	END TIME 4:00 PM 5:00 PM	CLASS SIZE 24 12	+ New ACTIVE	C
ei, Raym	Task:	Analyze a sales territory.		•	Add Perio	1 - 2 of 2							<	>
ELECT -	Observed on: Scheduled date:	2016-06-01 2016-06-07	Rating:	BP *										
	Actual date:	2016-06-07			BE ADDR	E								
	Notes:													
	Observations:	As Raymond analyzes his t feedback from existing cust customer trends.	omers to target ke	y areas and										
	Observations:	feedback from existing cust	omers to target ke	y areas and										



untability Reviews				< >	Boardroom B	Basics		Search	Clear			Add Course
Raymond				Save changes	Boardro	oom Basics	s					🔨 hide
untability Review												
Employee: He	felayel, Raymond						Contractory (Sec.		1			
Reviewed by: Da	aou, Richard	* Obs	served on: 06/01/16			Reference	MBA 102		Details N	otes Options		
Scheduled date: 06/	5/23/16	Ac	ctual date: 06/23/16			Category	Business Acumen	•	Type	Instructor Led - In F	Person +	
Notes: Ra	aymond is nailing it!				D	Description		ivers of supply chains and how iness strategy to the supply chain	Provider	Internal Exter	mal	
Accountability Factors base is expanding annually Directors are content	Em 5 5	Scores (1=low; 5=high) loyee Manager Both 5 5 1 n/a 5 5 1 n/a	a	n to be taken					Class Size Catalog	24 On Off		
e Reviews					Bessio		Rost Dracti		es Activity Mati	rials		+ New Session
±	Employee:	Add/Edit Perfor	mance Rev	iew •	IN Ken John	Johnson n	na Outcomes Prev Best Practi Analyze a sales territory.		Activity Mate			New Session
d			mance Rev	iew •	IN Ken John	ISTRUCT	🚯 Best Practi	Ces NAME A				
d I, Raym	Employee:	Helayel, Raymond	mance Revi	iew • •	IN Ken John	Johnson n	Best Practi	Ces NAME A				
d , Raym	Employee:	Helayel, Raymond Analyze a sales territory.		•	IN Ken John	Johnson n	 Best Practi Analyze a sales territory. Analyze a sales territor Apply a Line of Inquiry 	Ces NAME A				
d I, Raym	Employee:	Helayel, Raymond Analyze a sales territory. 2016-06-01	Rating: E	iew · · · · ·	IN Ken John	Johnson n	Best Practi Analyze a sales territory. Analyze a sales territor Apply a Line of Inquiry Call prospective custor	Ces NAME A X				
d I, Raym	Employee:	Helayel, Raymond Analyze a sales territory.		•	IN Ken John	Johnson n	Analyze a sales territory. Analyze a sales territory. Analyze a sales territory. Analyze a sales territor Apply a Line of Inquiry Call prospective custor Coach employees for	NAME A y mers to collect information mers to secure 1st appointments. ob tasks performance improvement.				
d I	Employee: Task: bserved on: duled date:	Helayel, Raymond Analyze a sales territory. 2016-06-01	Rating: E	•	Add Perfor	Johnson n	Analyze a sales territory. Analyze a sales territory. Analyze a sales territor Analyze a sales territor Apply a Line of Inquiry Call prospective custor Coach employees for Conduct employee job	NAME A X mers to collect information mers to secure 1st appointments. ob tasks performance improvement. results reviews.				
d I	Employee: Task: bserved on: duled date:	Helayel, Raymond Analyze a sales territory. 2016-06-01 2016-06-07	Rating: E	•	IN Ken John	Johnson n	Analyze a sales territory. Analyze a sales territory. Analyze a sales territor Apply a Line of Inquiry Call prospective custor Call prospective custor Coach employees for Conduct employee job Control the focus of a	NAME NAME NAME Cess Namers to collect information mers to secure 1st appointments. Ob tasks performance improvement. results reviews. customer meeting.				
d I	Employee: Task: bserved on: duled date:	Helayel, Raymond Analyze a sales territory. 2016-06-01 2016-06-07	Rating: E	•	Add Perfor	Johnson n	Analyze a sales territory. Analyze a sales territory. Analyze a sales territor Apply a Line of Inquiry Call prospective custor Call prospective custor Conduct employee job Control the focus of a Create a customer Pu	NAME NAME NAME S Namers to collect information mers to secure 1st appointments. ob tasks performance improvement. results reviews. customer meeting. suit Plan.				
d I	Employee: Task: bserved on: duled date:	Helayel, Raymond Analyze a sales territory. 2016-06-01 2016-06-07	Rating: E	•	Add Perfor	Johnson n	Analyze a sales territory. Analyze a sales territory. Analyze a sales territory. Apply a Line of Inquiry Call prospective custor Call prospective custor Conduct employees for Conduct employees for Control the focus of a Create a customer Pu Create a Line of Inqui	CCES NAME ▲ y mers to collect information mers to secure 1st appointments. ob tasks performance improvement. results reviews. customer meeting. suit Plan. y	• • = (
d I	Employee: [Task: [oserved on: [duled date: [Helayel, Raymond Analyze a sales territory. 2016-06-01 2016-06-07	Rating: E	•	Add Perfor	Johnson n	Analyze a sales territory. Analyze a sales territory. Analyze a sales territory. Apply a Line of Inquiry Call prospective custor Call prospective custor Conduct employees for Conduct employees for Control the focus of a Create a customer Pu Create a Line of Inqui Create a Sales Busine	NAME NAME Y results reviews. customer meeting. suit Plan. y splan for engaging a specific market a	• <			
d	Employee: Task: oserved on: duled date: Actual date: Notes:	Helayel, Raymond Analyze a sales territory. 2016-06-01 2016-06-07 2016-06-07	Rating: Address? [⊗]	× ×	Add Perfor	Johnson n	Analyze a sales territory. Analyze a sales territory. Analyze a sales territory. Analyze a sales territor Apply a Line of Inquiry Call prospective custor Call prospective custor Conduct employees for Conduct employees for	CCES NAME ▲ y: mers to collect information mers to secure 1st appointments. to basks performance improvement. results reviews. customer meeting. suit Plan. y: ss Plan for engaging a specific market a spion.	• <		enfor segmentation	DETAILS
d	Employee: [Task: [oserved on: [duled date: [Helayel, Raymond Analyze a sales territory. 2016-06-01 2016-06-07 2016-06-07 As Raymond analyzes his te	Rating: Address?	× × 3p ×	Add Perfor	Johnson n	Analyze a sales territory. Analyze a sales territory. Analyze a sales territory. Apply a Line of Inquiry Call prospective custor Conduct employees for Conduct employees for Con	CCES NAME ▲ y. mers to collect information mers to secure 1st appointments. to basks performance improvement. results reviews. customer meeting. suit Plan. y. ss Plan for engaging a specific market a sion. the Assigned Sales Territory.	• <		enfory segmentation	
d	Employee: Task: oserved on: duled date: Actual date: Notes:	Helayel, Raymond Analyze a sales territory. 2016-06-01 2016-06-07 2016-06-07	Rating: Address?	× × 3p ×	Add Perfor	Johnson n	Analyze a sales territory. Analyze a sales territory. Analyze a sales territory. Apply a Line of Inquiry Call prospective custor Conduct employees for, Conduct employee	CCES NAME ▲ y. mers to collect information mers to secure 1st appointments. to basks performance improvement. results reviews. customer meeting. suit Plan. y. ss Plan for engaging a specific market a sion. the Assigned Sales Territory.	• <		snitory segmentation .	DETAILS
d	Employee: Task: oserved on: duled date: Actual date: Notes:	Helayel, Raymond Analyze a sales territory. 2016-06-01 2016-06-07 2016-06-07 As Raymond analyzes his te feedback from existing custo	Rating: Address?	× × 3p ×	Add Perfor	Johnson n	Analyze a sales territory. Analyze a sales territory. Call prospective custor Call prospective custor Call prospective custor Call prospective custor Call prospective custor Call prospective custor Canduct employees for Control the focus of a Create a customer Put Create a Sales Busine Create the company v Engage Companies in Establish Initial Rappo Evaluate and analyze	CCES NAME ▲ y. mers to collect information mers to secure 1st appointments. ob tasks performance improvement. results reviews. customer meeting. suit Plan. y. ss Plan for engaging a specific market a ision. the Assigned Sales Territory. t.	• <		smory segmentation .	DETAILS



untability Reviews			•	Boardroom Bas	-	• Search	Clear		H Save + Add Course
Raymond			Save cha			* DBRGI	Uncal		
ntability Review			Save dia	Boardroor	m Basics				∧ hide
Employee: Helayel, Raymond									
Reviewed by: Daou, Richard	, Observ	ved on: 06/01/16		R	eference MBA 102		Details Note:	Options	
Scheduled date: 06/23/16		al date: 06/23/16		c	Category Business Acum	en	•		
						he drivers of supply chains and how		nstructor Led - In Person +	
Notes: Raymond is nailing it	1			Des	they connect th	e business strategy to the supply c		Internal External	
					execution.			Cultivisor +	
/	Scores (1=low; 5=high)	07000700	Load default facto	215			Class Size	24	
base is expanding annually 6		Action	to be taken						
Directors are content 5	5 5 5 n/a						Catalog	On Off	
				Detail Info	Related Skills				
									+ New Session
e Reviews				Bessions	10000		Exercises Activity Material	5	The New Session
	Add/Edit Perform	anco Povi	014/	IN ST	Buet Pra	actices			
d	Add/Edit Ferrori	ance Kevi	ew					11	
				Ken Jol	hnson				
	[Ken Jol	Analyze a sales terr	itory.	· · · · ·		
Employee:	Helayel, Raymond		*	John	Analyze a sales terr	itory.			DETAILS
Employee: Task:	Helayel, Raymond Anałyze a sales territory.		*	John	Analyze a sales terr	NAME			DETAILS
l, Raym			*	John	Analyze a sales terr	NAME erritory.			DETAILS
LECT -	Analyze a sales territory.		•	John	Analyze a sales ter Analyze a sales t Apply a Line of Ir	NAME erritory.			DETAILS
l, Raym Task:		Rating: BF	•	John	Analyze a sales ter Analyze a sales t Apply a Line of Ir Call prospective of	NAME emitory. Iquiry.	^		DETAILS
LECT -	Analyze a sales territory.	Rating: BF Address? ®	•	John	Analyze a sales ter Analyze a sales t Apply a Line of Ir Call prospective (Call prospective (NAME emitory. inquiry. customers to collect information	•		DETAILS
ECT - Observed on: Scheduled date:	Analyze a sales territory.		•	John	Analyze a sales ter Analyze ter Analyze a sales ter Analyze ter Anal	NAME entiony. quiry. ustomers to collect information ustomers to secure 1st appointment	•		DETAILS
LECT - Observed on:	Analyze a sales territory, 2016-06-01		•	John	Analyze a sales ter Analyze a	NAME entloy. quiry. ustomers to collect information ustomers to secure 1st appointment s for job tasks performance improven	•		DETAILS
ECT - Observed on: Scheduled date:	Analyze a sales territory.		•	John Add Perfor	Analyze a sales ter Analyze a	NAME emitory. usutomers to collect information usutomers to secure 1st appointment s for job tasks performance improven se job results reviews. of a customer meeting.	•		DETAILS
ECT - Observed on: Scheduled date: Actual date:	Analyze a sales territory.		•	John Add Perfor	Analyze a sales ter Analyze a	NAME emitory. Justomers to collect information sustomers to secure 1st appointment s for job tasks performance improven se job results reviews. of a customer meeting. er Pursuit Plan.	•		DETAILS
ECT - Observed on: Scheduled date:	Analyze a sales territory.		•	John Add Perfor	Analyze a sales ter Analyze a	NAME emitory. Justomers to collect information sustomers to secure 1st appointment s for job tasks performance improven se job results reviews. of a customer meeting. er Pursuit Plan.	nent.		DETAILS
ECT - Observed on: Scheduled date: Actual date:	Analyze a sales territory.		•	John Add Perfor	Analyze a sales ter Analyze a	NAME emtory. Inquiry: sustomers to collect information sustomers to secure 1st appointment to for job tasks performance improven to for postills reviews. of a customer meeting. er Pursuit Plan. Inquiry. usiness Plan for engaging a specific	nent.		DETAILS
LECT - Observed on: Scheduled date: Actual date: Notes:	Analyze a sales territory. 2016-06-01 2016-06-07 2016-06-07	Address?	•	John Add Perfor	Analyze a sales ter Analyze a sales ter Call prospective (Call prospective (Coach employee Conduct employee Control the focus Create a Lune of Create a Sales B Create the comp	NAME emtory. Inquiry: sustomers to collect information sustomers to secure 1st appointment to for job tasks performance improven to for postills reviews. of a customer meeting. er Pursuit Plan. Inquiry. usiness Plan for engaging a specific	nent.		DETAILS
ECT - Observed on: Scheduled date: Actual date:	Analyze a sales territory.	Address?	• •	John Add Perfor	Analyze a sales ter Analyze a sales ter Call prospective (Call prospective (Coach employee Conduct employee Control the focus Create a Lune of Create a Sales B Create the comp	NAME entrory. iquiry: customers to collect information sustomers to secure 1st appointment is for job tasks performance improven e ojob results reviews. of a customer meeting. er Pursuit Plan. Inquiry. usiness Plan for engaging a specific any vision. ies in the Assigned Sales Territory.	nent.		
LECT - Observed on: Scheduled date: Actual date: Notes:	Analyze a sales territory. 2016-06-01 2016-06-07 2016-06-07 As Raymond analyzes his territory.	Address?	• •	John Add Perfor	Analyze a sales ter Analyze a sales ter Call prospective (Call prospective (Call prospective (Conduct employee Conduct employee Conduct employee Create a custom Create a custom Create a Sales B Create the comp Engage Compari	NAME entrory. Inquiry: Justomers to collect information sustomers to secure 1st appointment s for job tasks performance improven ee job results reviews. I of a customer meeting. er Pursuit Plan. Inquiry. Usiness Plan for engaging a specific any vision. Lies in the Assigned Sales Territory. apport.	nent.		
LECT - Observed on: Scheduled date: Actual date: Notes:	Analyze a sales territory. 2016-06-01 2016-06-07 2016-06-07	Address?	• •	John Add Perfor	Analyze a sales ter Analyze a sales ter Call prospective (Call prospective (Call prospective (Call prospective (Call prospective (Call prospective (Conduct employee Conduct employee Conduct employee Conduct employee Conduct employee Create a Line of Create a Line of Create a Sales B Create the comp Engage Compar Establish Initial R	NAME emtory. inquiry: customers to collect information customers to secure 1st appointment is for job tasks performance improven ae job results reviews. of a customer meeting. er Pursuit Plan. Inquiry. usiness Plan for engaging a specific any vision. usies in the Assigned Sales Territory. apport. abyze empl	nent.		
LECT - Observed on: Scheduled date: Actual date: Notes:	Analyze a sales territory. 2016-06-01 2016-06-07 2016-06-07 As Raymond analyzes his terrifeedback from existing custom customer trends.	Address?	• •	John Add Perfor	Analyze a sales ter Analyze a sales ter Call prospective (Call prospective (Call prospective (Call prospective (Call prospective (Call prospective (Call prospective (Conduct employee Conduct employee Conduct employee Conduct employee Conduct employee Create a Sales B Create the comp Engage Compar Establish Initial R Evaluate and an	NAME emtory. iquity: customers to collect information sustomers to secure 1st appointment is for job tasks performance improven e olo results reviews. of a customer meeting. er Pursuit Plan. Inquity. usiness Plan for engaging a specific any vision. ies in the Assigned Sales Territory. apport. a)cze empl Best Practicol	A	Territory segmentat	
LECT - Observed on: Scheduled date: Actual date: Notes:	Analyze a sales territory. 2016-06-01 2016-06-07 2016-06-07 As Raymond analyzes his terrifeedback from existing custom customer trends.	Address?	• •	John Add Perfor	Analyze a sales ter Analyze a sales ter Analyze a sales ter Apply a Line of Ir Call prospective (Call prospective (Create a callos (Create a	NAME emfory. inquiry: usustomers to collect information usustomers to osecure 1st appointment se job results reviews. of a customer meeting. er Pursuit Plan. Inquiry: ususess Plan for engaging a specific any vision. lea in the Assigned Sales Territory. apport. alyze empl brilliant ide Debt Practice Analyze a sales territory.	A		ion and monthly planning.
LECT - Observed on: Scheduled date: Actual date: Notes:	Analyze a sales territory. 2016-06-01 2016-06-07 2016-06-07 As Raymond analyzes his terrifeedback from existing custom customer trends.	Address?	• •	John Add Perfor	Analyze a sales ter Analyze a sales ter Analyze a sales ter Apply a Line of Ir Call prospective (Call prospective (Create a callos (Create a ca	NAME emilory. Inquiry: Sustomers to collect information Society of a customer to secure 1st appointment as for job tasks performance improven ee job results reviews. In of a customer meeting. er Pursuit Plan. Inquiry. Usiness Plan for engaging a specific any vision. lies in the Assigned Sales Territory. apport. Apport. Analyze analies territory. NAME TASK	A	Territory segmentat	ion and monthly planning.
LECT - Observed on: Scheduled date: Actual date: Notes:	Analyze a sales territory. 2016-06-01 2016-06-07 2016-06-07 As Raymond analyzes his terrifeedback from existing custom customer trends.	Address?	• •	John Add Perfor	Analyze a sales ter Analyze a sales ter Analyze a sales ter Apply a Line of Ir Call prospective (Call prospective (Create a callos (Create a ca	NAME emfory. Inquiry: Sustomers to collect information Sustomers to collect information Sustomers to secure 1st appointment se job results aviews. of a customer meeting. er Pursuit Plan. Inquiry. Usiness Plan for engaging a specific any vision. aise in the Assigned Sales Territory. apport. By Best Practice Analyze a sales territory. INAME TASK Admin, Analyze a Sales territory. INAME TASK INAME	A	Territory segmentat	ion and monthly planning.
LECT - Observed on: Scheduled date: Actual date: Notes:	Analyze a sales territory. 2016-06-01 2016-06-07 2016-06-07 As Raymond analyzes his terrifeedback from existing custom customer trends.	Address?	• •	John Add Perfor	Analyze a sales ter Analyze a sales ter Analyze a sales ter Apply a Line of Ir Call prospective (Call prospective (Create a callos (Create a ca	NAME emtory. iquiry: customers to collect information customers to secure 1st appointment is for job tasks performance improven ee job results reviews. of a customer meeting. er Pursuit Plan. Inquiry. usiness Plan for engaging a specific any vision. ies in the Assigned Sales Territory. apport. ahyze empt Amin, Anayze a	A	Territory segmentat	ion and monthly planning.

All of the Basics

"Learning Events" Catalog and Registration

oom Basics	•][Search	С									
ardroom Basic	S		_					▲ hide				
Reference	MBA 102		D	etails Notes	Options							
Category	Business Acumen		•	Type Instr	uctor Led - In Per	son +						
Description	Understanding the drivers they connect the business execution.				emal Externa	_						
				Class Size 24								
				Catalog On	Off							
	d Skills	Assignments Cour	rse Exercises	Catalog On	Off		+ New S	ession				
		Assignments Cour	rse Exercises END DATE		END TIME	CLASS SIZ	_	ession				
Sessions Learn	ing Outcomes Prework /			Activity Materials START TIME 8:00 PM	END TIME 4:00 PM	CLASS SIZ 74	E ACTIVE	ession				
Sessions Learn	ing Outcomes Prework /	START DATE	END DATE	Activity Materials	END TIME 4:00 PM		E ACTIVE				T	- A
IN STRUCTOR Ken Johnson	Ing Outcomes Prework /	START DATE May 30, 2016	END DATE May 31, 2016	Activity Materials START TIME 8:00 PM	END TIME 4-00 PM ration	74	E ACTIVE		Atlanta Traning Room	n Date:	▼ + May 30, 2016	- A
iessions Learn INSTRUCTOR Ken Johnson John	Ing Outcomes Prework /	START DATE May 30, 2016	END DATE May 31, 2016	Activity Materials START TIME R-00 PM C Registr Boardroom Basic	END TIME 4-00 PM ration	74 •	e active	Location:	Atlanta Traning Room 8:00 PM - 4:00 PM	n Date: Cost:	May 30, 2018 - 2016	
iessions Learn INSTRUCTOR Ken Johnson John	Ing Outcomes Prework /	START DATE May 30, 2016	END DATE May 31, 2016	Activity Materials START TIME Regist Boardroom Basic Atlanta Traning R	END TIME 4-00 PM ration s Room - May 30, 2016	74 • • •	E ACTIVE	Location: Time:	8:00 PM - 4:00 PM	Cost:	May 30, 2016 2016 \$	- N
iessions Learn INSTRUCTOR Ken Johnson John	Ing Outcomes Prework /	START DATE May 30, 2016	END DATE May 31, 2016	Activity Materials START TIME Regist Boardroom Basic Atlanta Traning R	END TIME 4-00 PM ration	74 •	e active	Location: Time:	8:00 PM - 4:00 PM Status	Cost: Registrant No	May 30, 2018 2016 \$ Notes	- 1
iessions Learn INSTRUCTOR Ken Johnson John	Ing Outcomes Prework /	START DATE May 30, 2016	END DATE May 31, 2016	Activity Materials START TIME Regist Boardroom Basic Atlanta Traning R	END TIME 4-00 PM ration s Room - May 30, 2016 ame	74 • • •	E ACTIVE	Location: Time:	8:00 PM - 4:00 PM Status • 0	Cost: Registrant No	May 30, 2016 2016 \$	- 1

All of the Basics

Candidate Searches and Career Planning

Job Candidates					
Scharrer, Adrian + Search	Clear		Add Candidate		
Adrian Scharrer			∽ hide		
Address 104 N 28th St Suite 1 City Camp Hull Zip 17011	Apply Date	it Info Options			
Skills Additional Info Interviews Achievements Prior Jobs			Career Planning		X
INTERVIEW Y	LOCATION Baltimore Office	DA 01/01/2013	Jones, Mark		
1 - 1 of 1			Current Skillset Skills Knowledge Behavior NAME DETAILS	Courses NAME Y	REF
			Job Skillset	Courses	▲ hide
			NAME 🛩 DETAILS	NAME ¥	REF
			Career Path		▲ hide
			Skills Knowledge Behavior NAME DETAILS	Courses NAME ¥	REF

THANK YOU!!

Ken Johnson – Cultivisor, LLC

• "P.E.R.F.O.R.M. - Tools for the rest of us!"

