

Winning Ways™

A to B Profile

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Introduction

This introduction provides a brief overview of the Winning Ways Profile in the following areas:

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- I. Purpose of the profile

 - II. Confidentiality

 - III. 360° Structure

 - IV. Rating Scale

 - V. Interpreting Data

 - VI. Action Planning

I. Purpose of the profile

This Profile is an integral part of Winning Ways Applications and serves as a tool in the process of implementing strategic initiatives. Having completed this profile process, you will receive data allowing you to assess your own views in conjunction with the views of others participating in the profile process. The data from this profile will help in identifying the leverage points for winning in your strategic initiative.

II. Confidentiality

The profile center has prepared your profile in a confidentially sealed envelope. This profile is not designed for evaluating performance with regards to corporate structures such as compensation, but is an overall evaluation tool for a specific initiative. Although many individuals chose to share their data with other people, the Profile Center has only provided you with your own data.

Profile Center associates are under strict confidentiality regulations. No one outside the profile center will have any access to individual profile data (e.g. you on-site consultant will not have any individual data). Be aware your scores and the scores of the person responsible for the initiative are isolated; therefore, "Initiative Owner" evaluations are not anonymous to the person being profiled. All other scores are aggregated by category in the reporting process, which provides anonymity to these categories.

III. 360° Structure

This profile is designed to give 360° feedback regarding your initiative and will include multiple categories including:

- Self
- Initiative Owner
- Steering Committee
- Core Implementation Team
- Line Management
- Employees

If only one profile has been submitted under any category except "Self" and "Initiative Owner", no data will be reported for the respective category in order to maintain anonymity.

IV. Rating Scale

The profile questionnaire consists questions asking for a rating from 1-5.

- 5 To a very great extent
- 4 To a great extent
- 3 To some extent
- 2 To a little extent
- 1 Not at all

"Don't Know" responses or non-responses are not included in the scoring.

V. Interpreting Data

Remember, the data provided to you in this profile is one source of data regarding your initiative. You may experience a variety of emotions, such as joy and/or disappointment. You may feel certain feedback is based on inaccurate perceptions that do not represent reality. Meanwhile, you may also find much of your ability to lead and contribute is attached to these very perceptions. As you discover insights and/or questions regarding your data, we encourage you to leverage this process by openly communicating with those providing you feedback. Use this experience to clarify, communicate and discover reality together with those who provided feedback and/or others you feel may be helpful. In all cases, please do not forget to thank those who have taken the time to provide you with feedback.

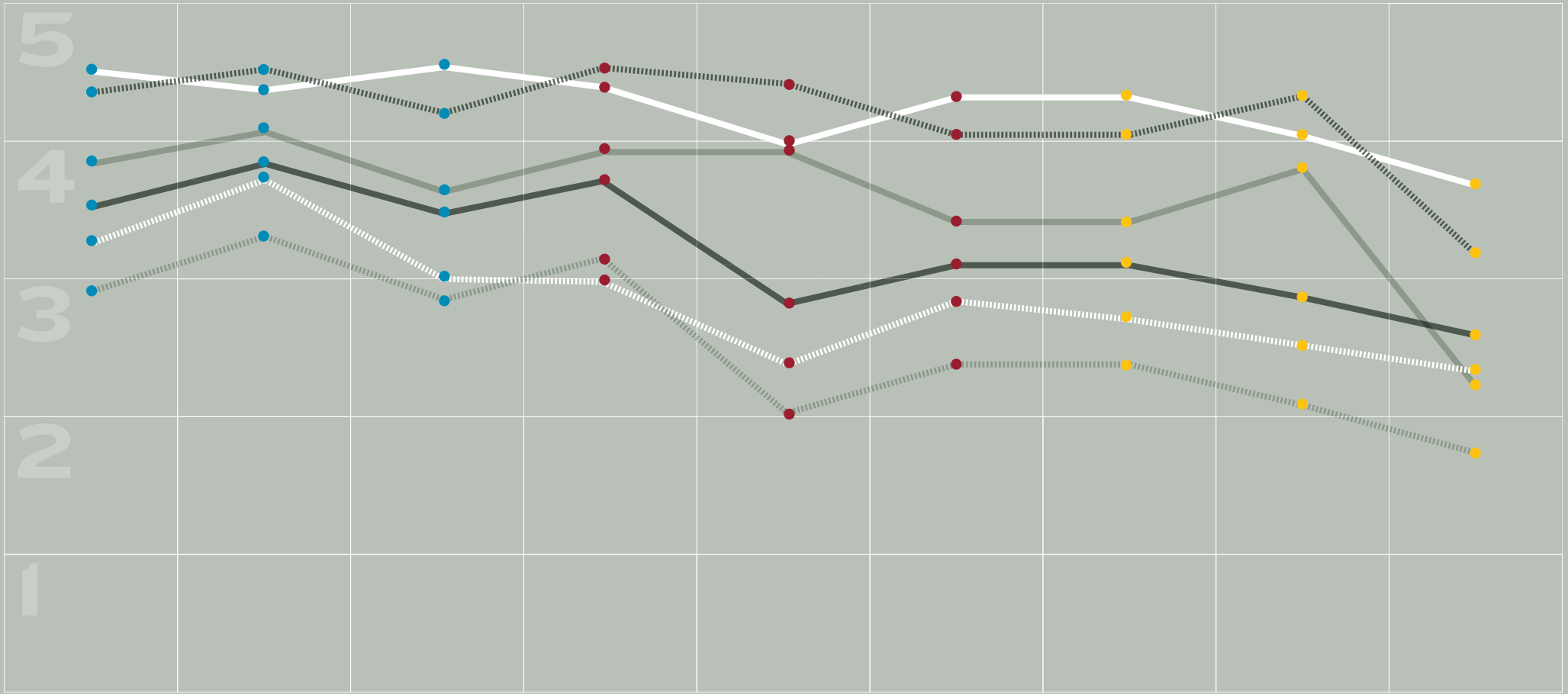
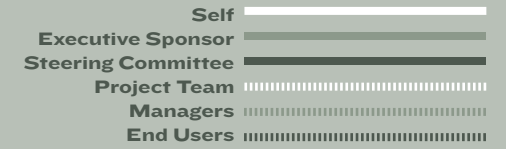
VI. Action Planning

We recommend a four-step process for converting your profile into an increased capacity to create value.

1. Quickly read through the entire profile results once to gain context for the data available.
2. Read thoroughly through the profile a second time highlighting points of interest, documenting your thoughts, impressions and insights.
3. Discuss your interpretation of the data with the appropriate stakeholders.
4. Convert your thoughts, impressions and ideas into personal or team actions.

This information has been gathered by Bernd Remmers Consultants, AG using strict data security processes. You are the only person who has access to your own feedback report. If you have any questions about the profile process, call us at +41 41 725 3400.

Graphical Overview of Totals



I. Face the Present

II. Frame the Future

III. Forsee the Challenges

I. Simplify to the Max

II. Make it meaningful

III. Mobilize Energy

I. Celebrate Performance

II. Go for Growth

III. Never give up

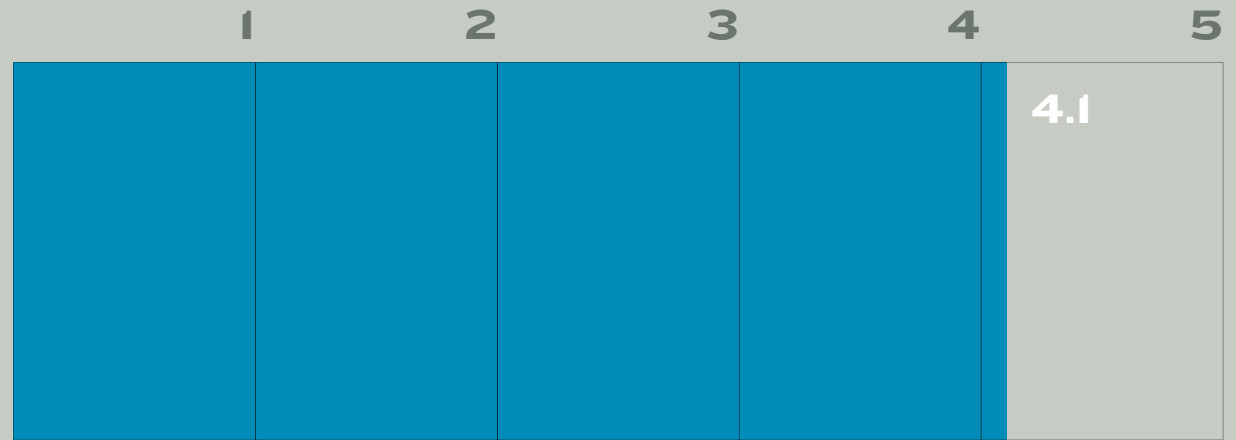
see,

do,

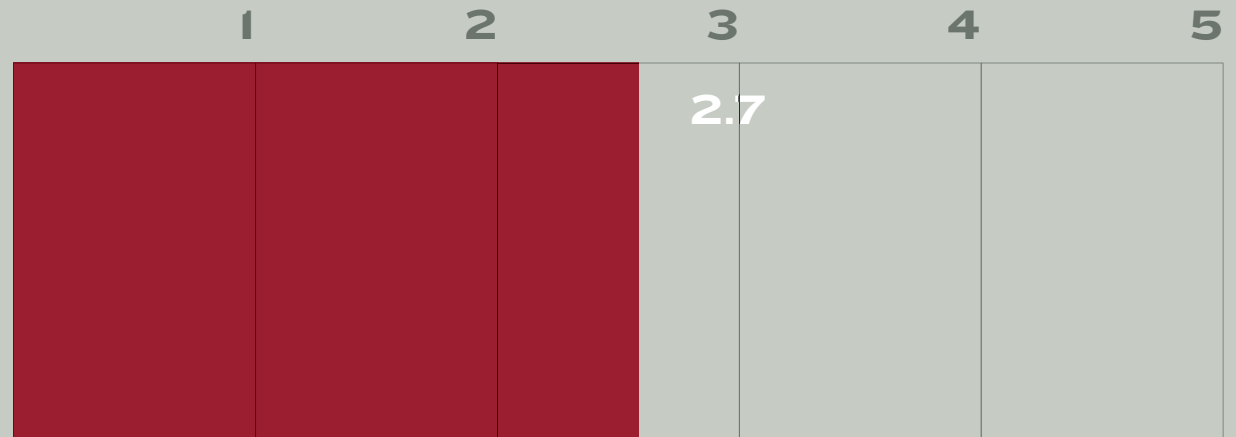
get,

Total Summary

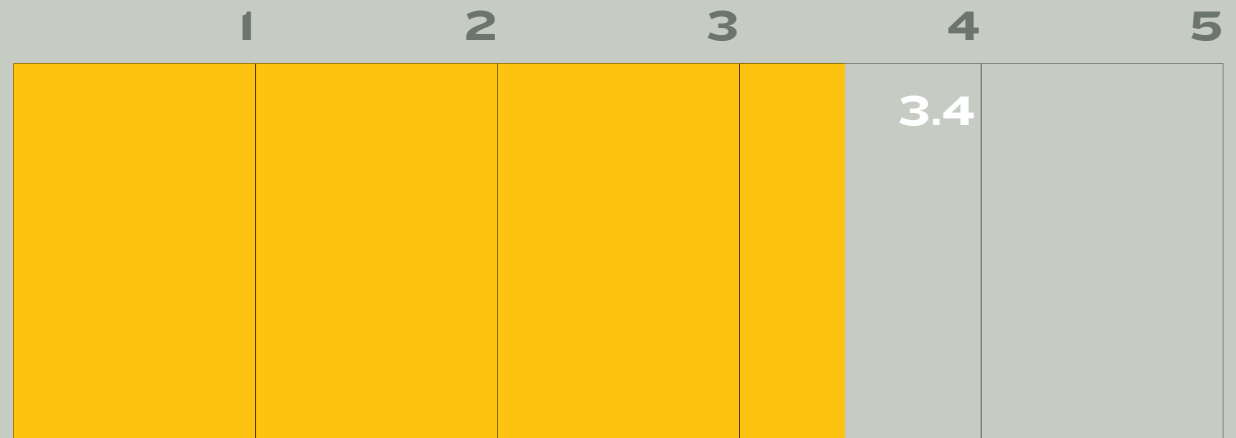
see



do



get



See Summary

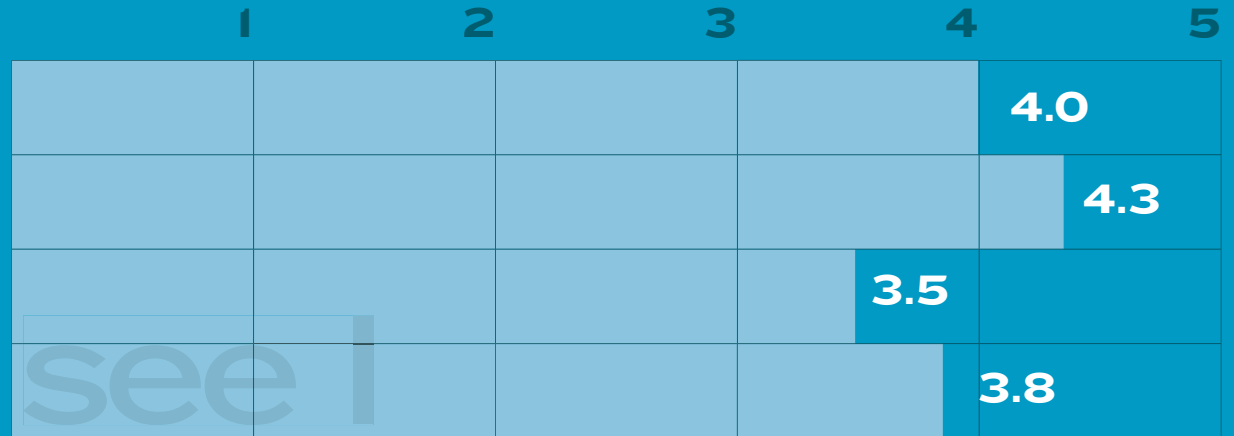
I. Face the Present

Are we focused on our most important stakeholder needs?

Do we have a plan for improving our stakeholder satisfaction?

Have we identified the mindsets essential to winning?

Do we have a common understanding of our stakeholder needs?



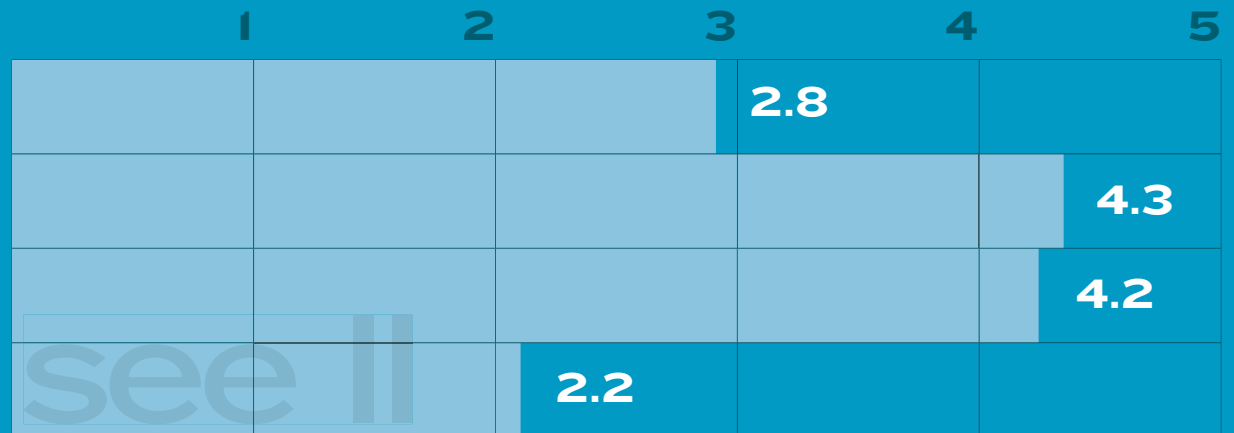
II. Frame the Future

Is our “picture” of this initiative inspiring?

Are our short and long-term targets clear?

Do we communicate our big picture effectively?

Do we have a shared view of the big picture for our initiative?



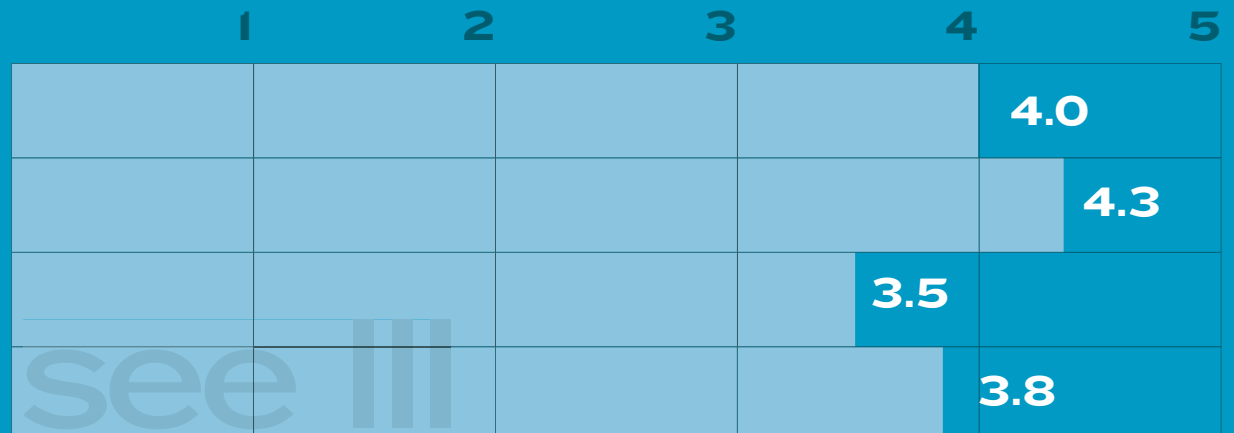
III. Forsee the Challenges

Have we built flexibility into our plans?

Do we make excuses for poor results?

Do we stay aligned when the going gets tough?

Do we plan for changing circumstances?



Do Summary

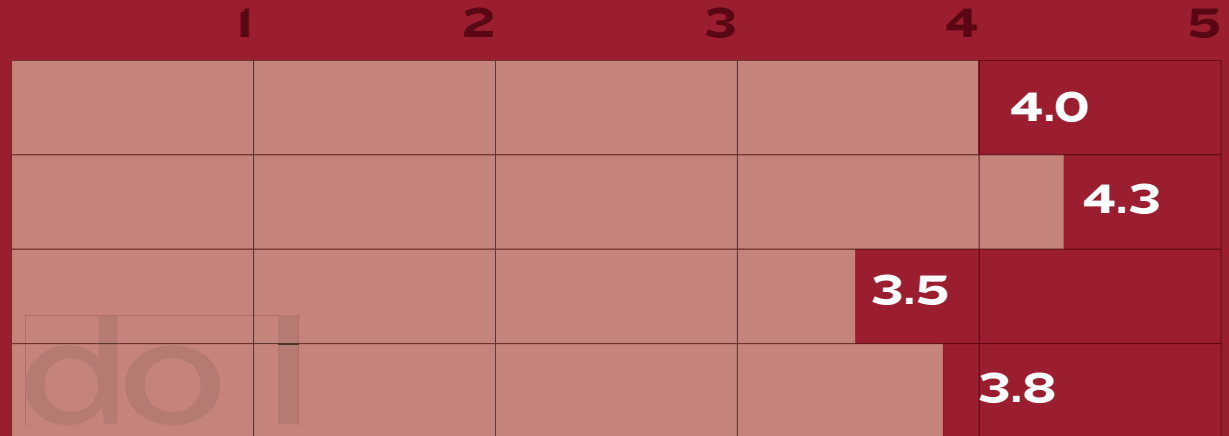
I. Simplify to the Max

Do we distinguish between urgent and important?

Do we know our priorities?

Are our communications clear and simple?

Are we focused on priorities?



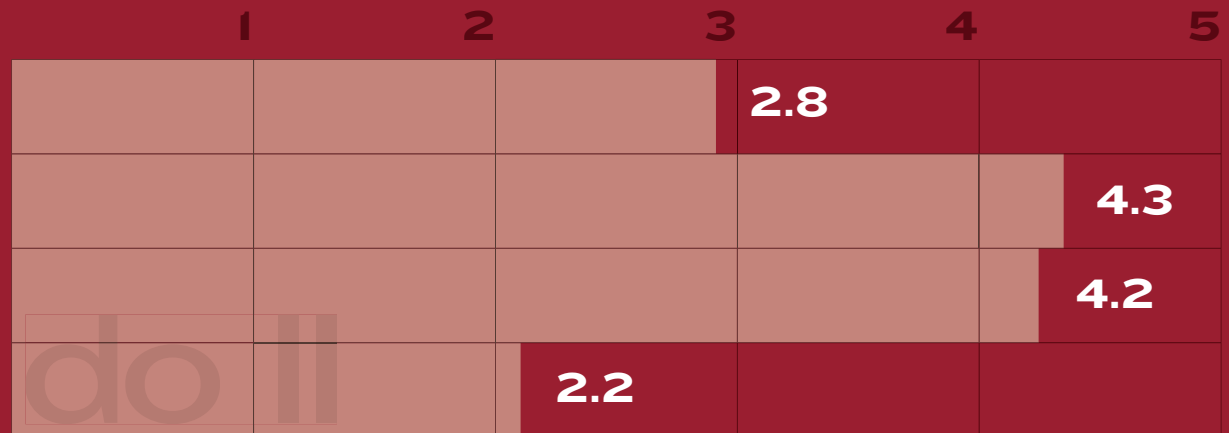
II. Make it meaningful

Are our priorities integrated with our daily work?

Are our priorities meaningful to us?

Is everyone's contribution transparent?

Do we know each other contribution to this initiative?



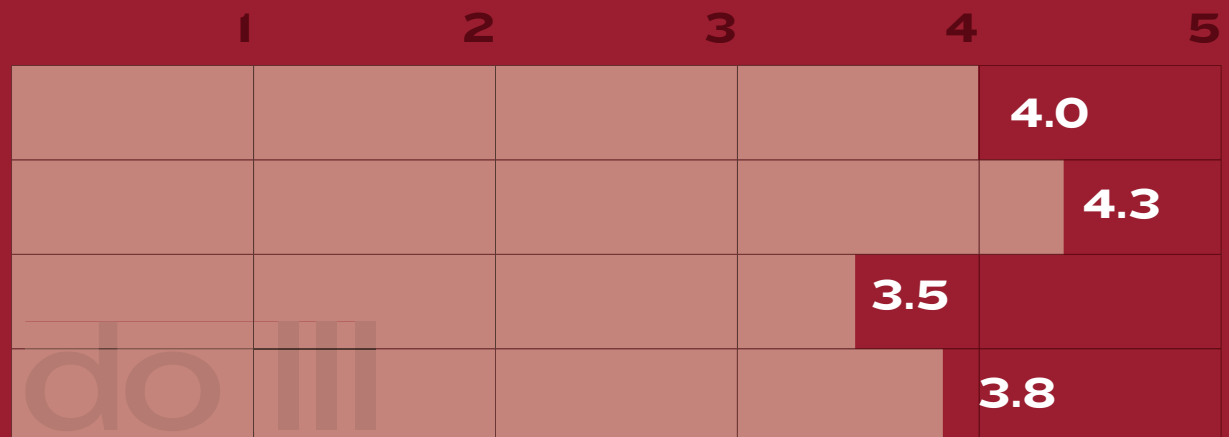
III. Mobilize Energy

Do we have the energy to win?

Are our expectations of each team member clear?

Do we use our individual strengths effectively?

Do we have the energy required to win in this initiative?



Get Summary

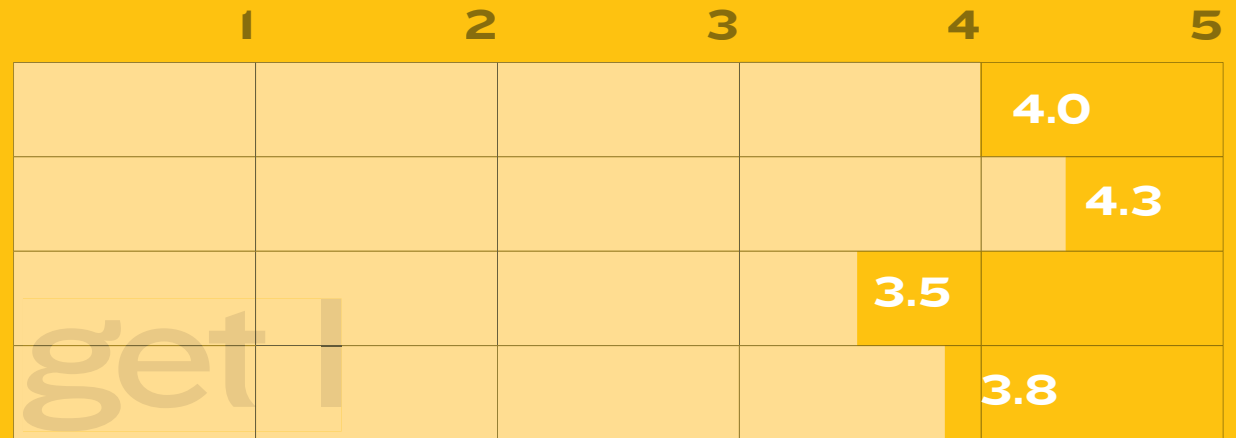
I. Celebrate Performance

Do we consider ourselves successful?

Do we recognize our success?

Does this initiative have a winning image?

Are the results of this initiative celebrated?



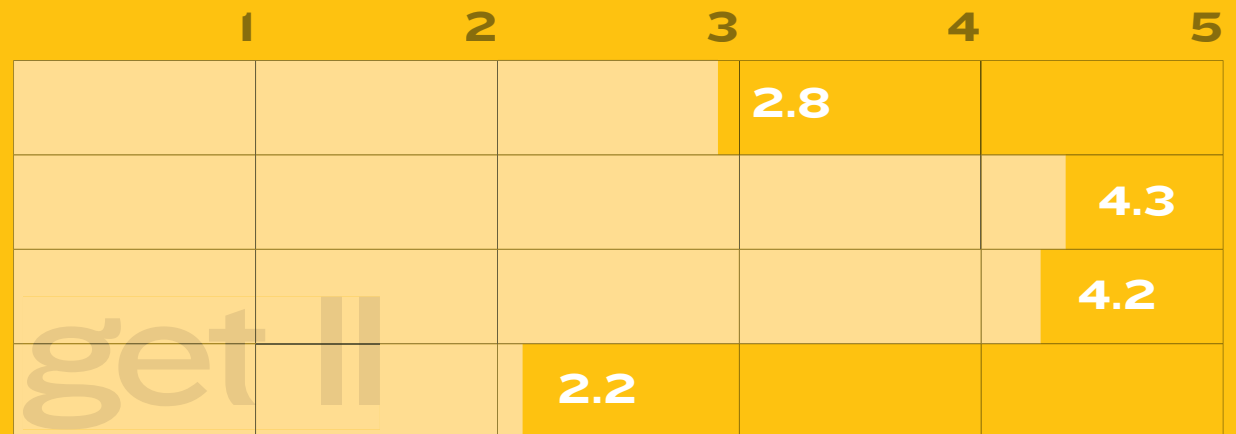
II. Go for Growth

Do we have growth targets for this initiative?

Are we actively seeking new opportunities with this initiative?

Do we have the skills for growing this initiative?

Do we go for growth?



III. Never give up

Do we give up easily when challenged in this initiative?

Is our team mentally tough?

Do we have examples of never giving up within our company?

Do we have the attitude «Never give up»?



See Summary

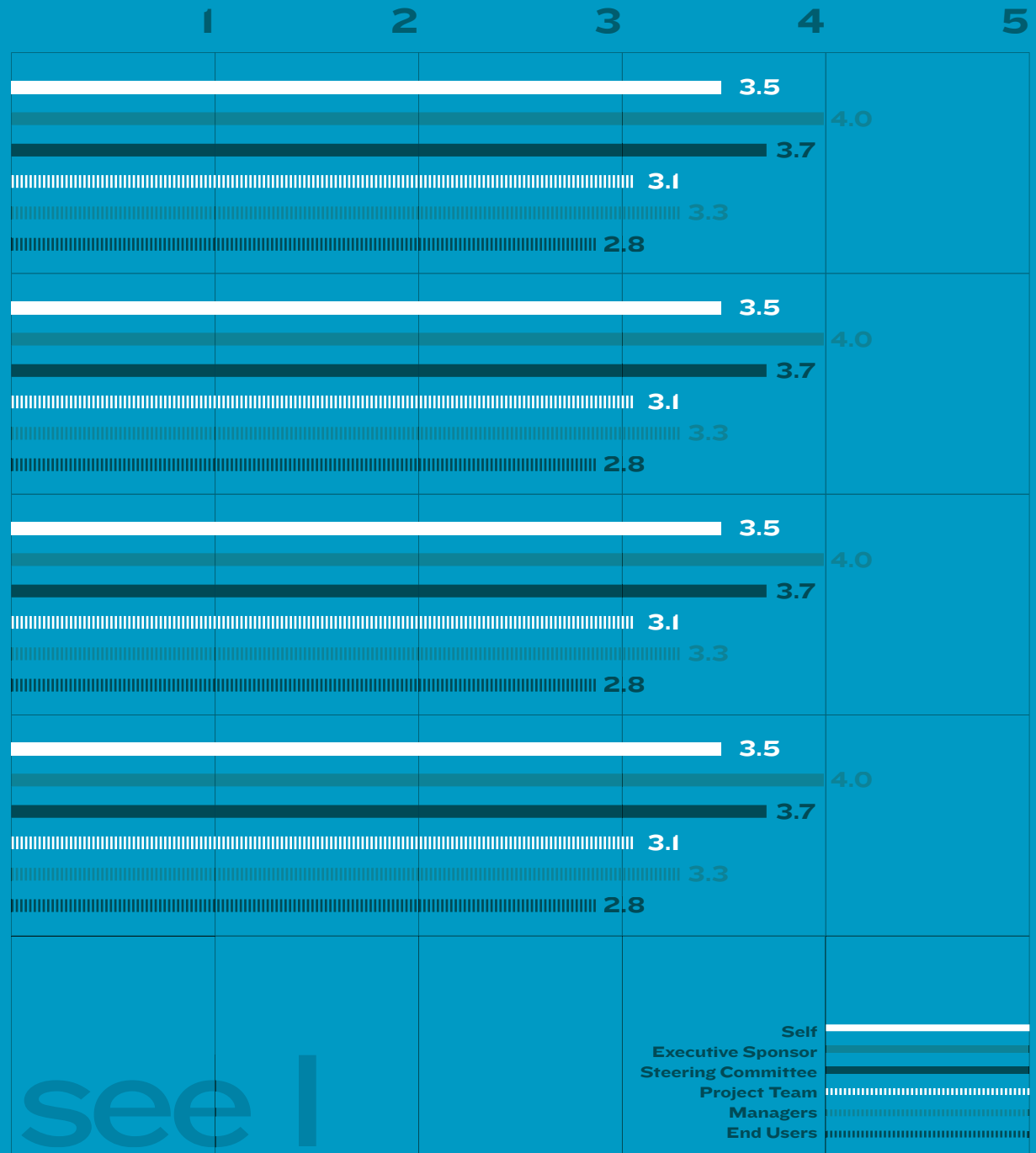
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see |

See Summary

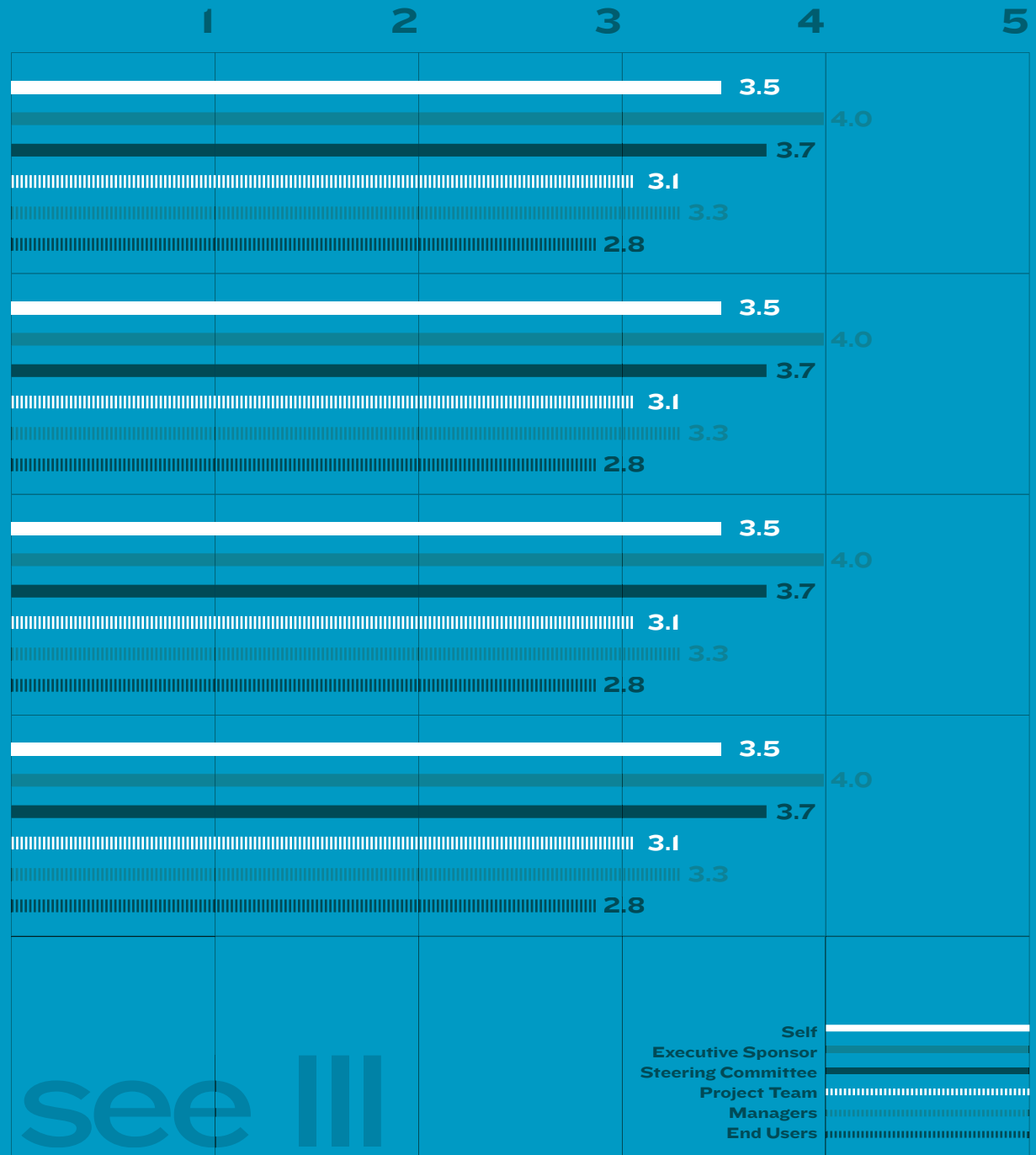
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Do Summary

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Do we know our priorities?

Are our communications clear and simple?

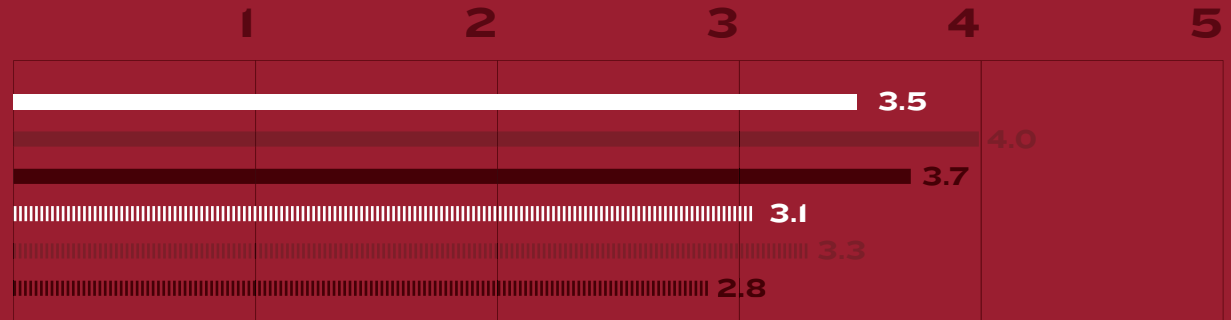
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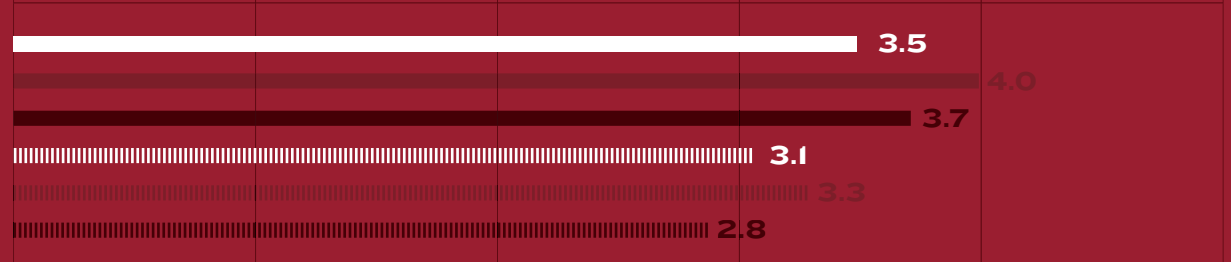
Do Summary

II. Make it meaningful

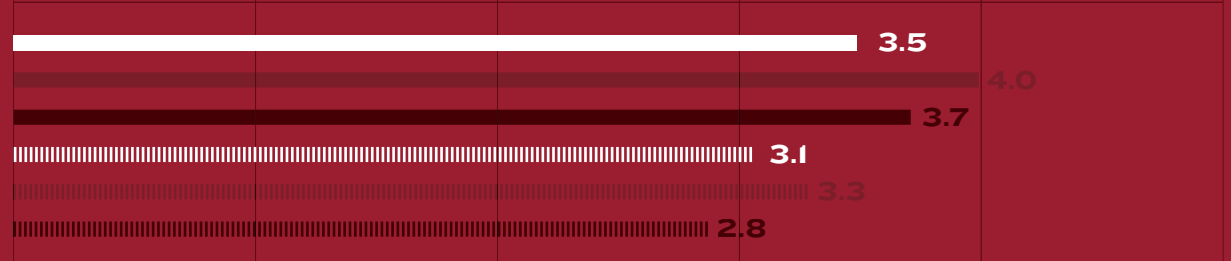
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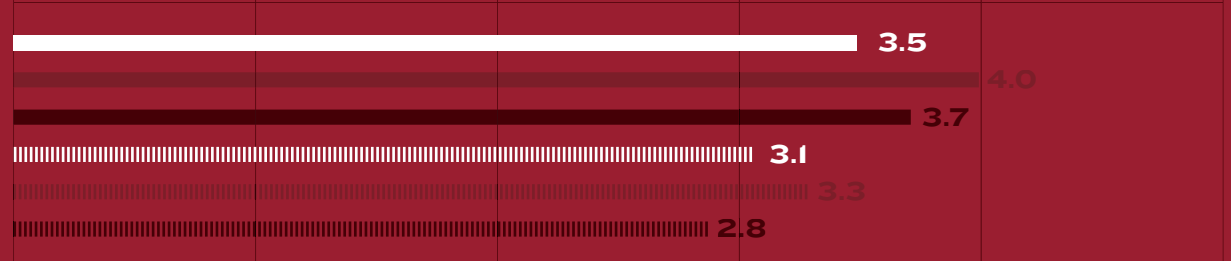
Are our priorities meaningful to us?



Is everyone's contribution transparent?



Do we know each other contribution to this initiative?



do II

Self
Executive Sponsor
Steering Committee
Project Team
Managers
End Users

Get Summary

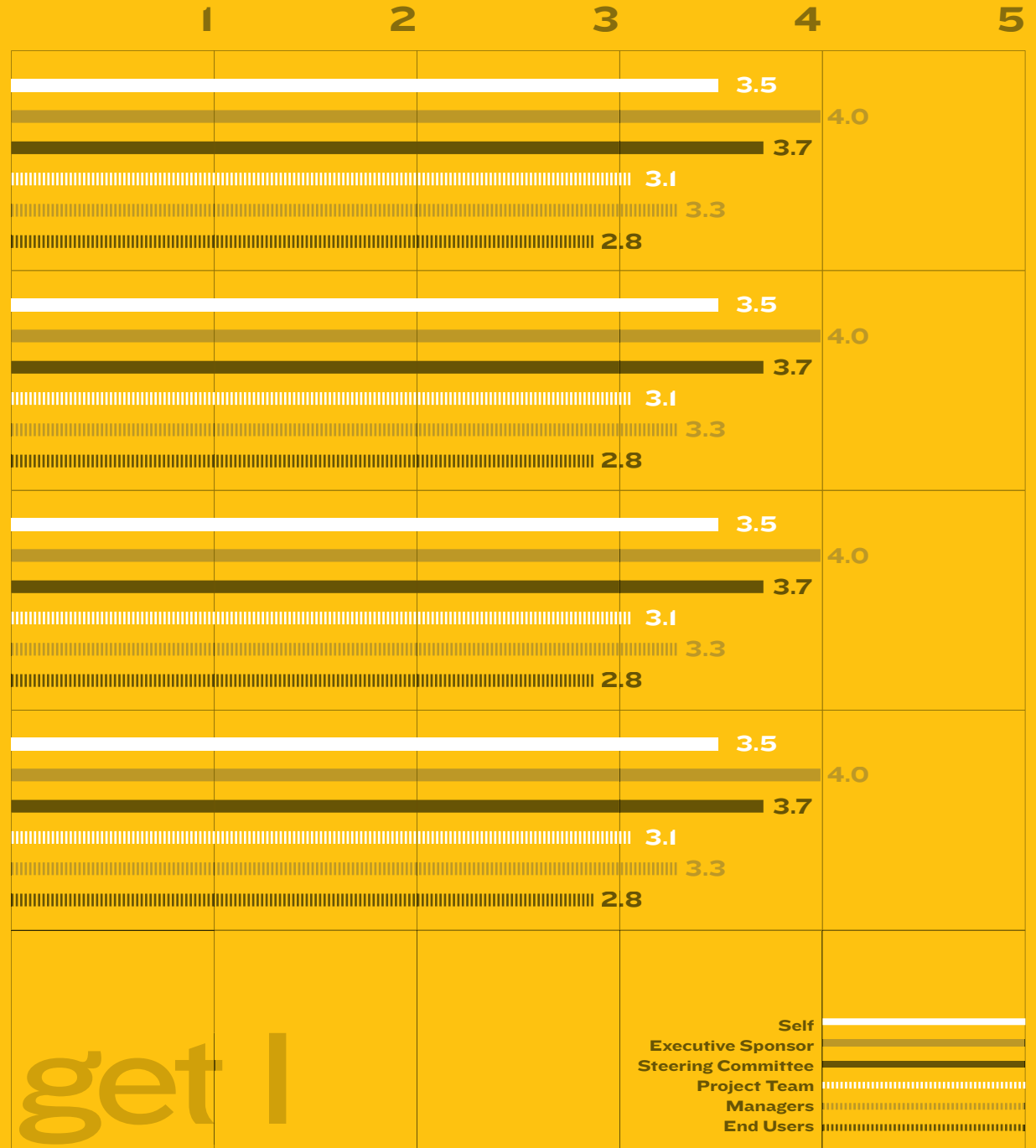
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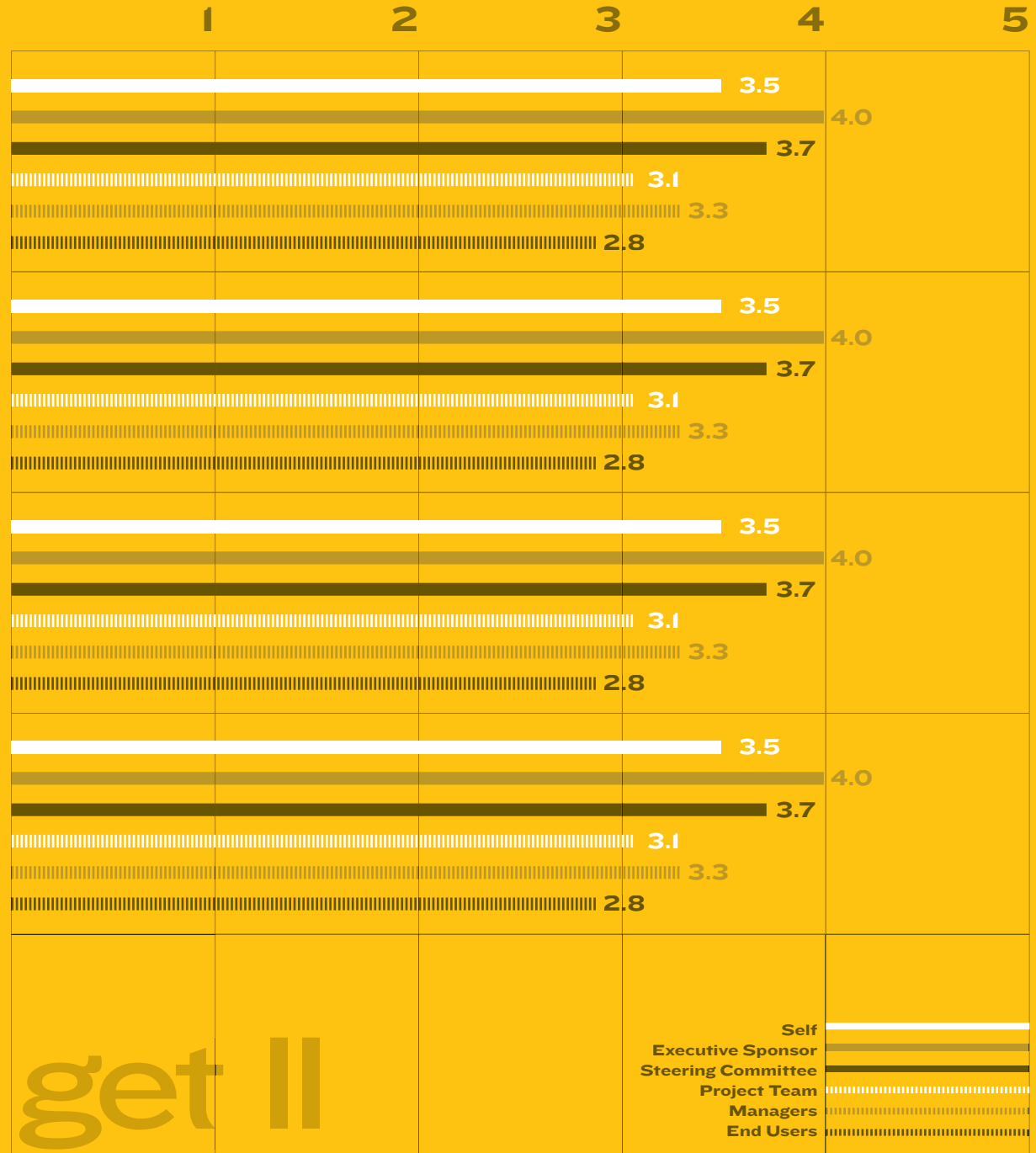
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get II

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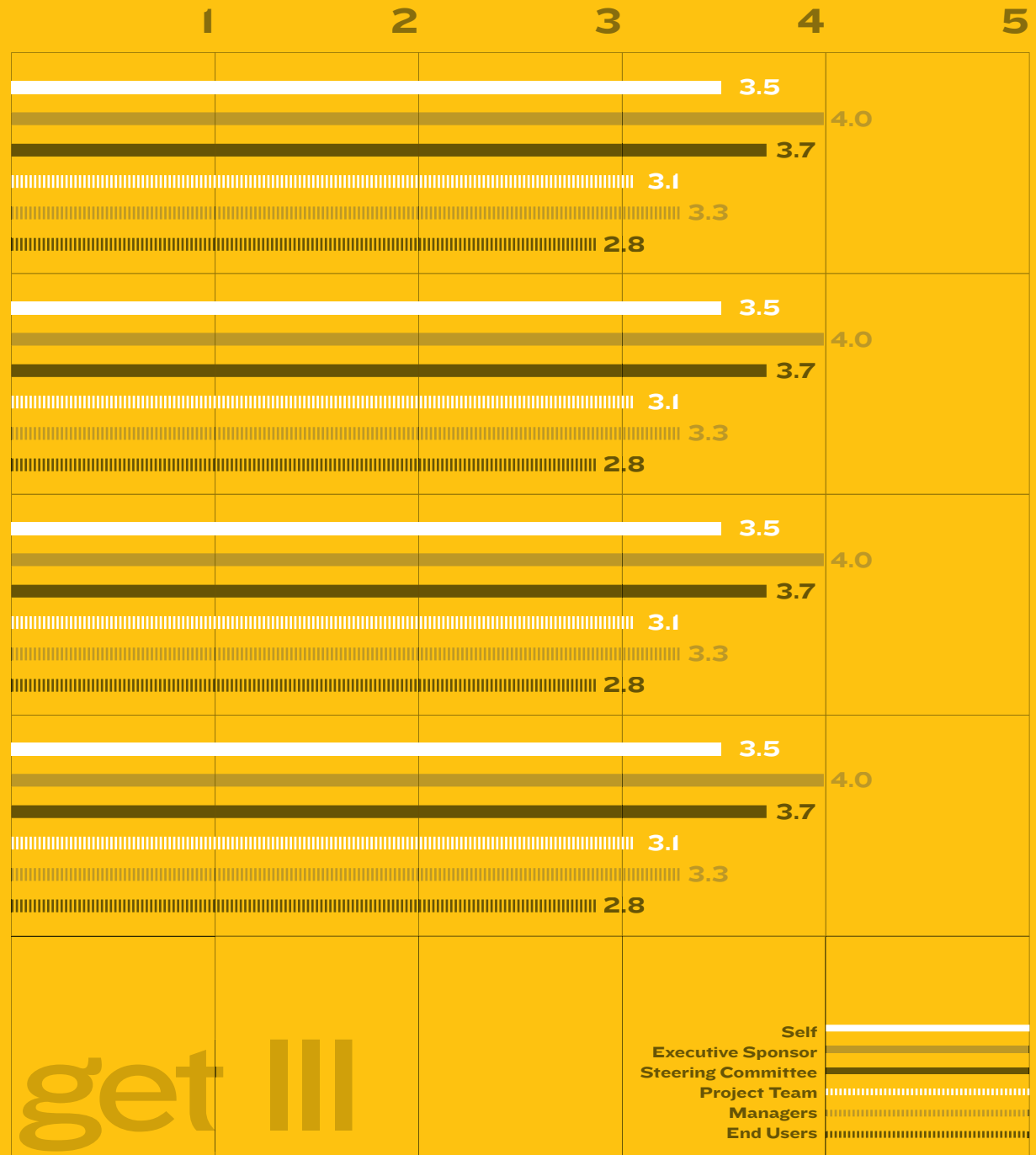
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get III

Self
Executive Sponsor
Steering Committee
Project Team
Managers
End Users