

Five Conversations Framework

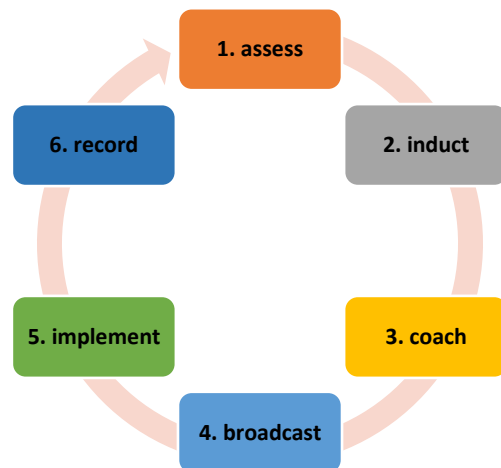
Culture Change Through Performance Conversations



The **Five Conversations Framework** is internationally recognized. It's the ultimate change management program. The program is based on five performance conversations that can either replace or enhance the traditional performance review process. It supports the implementation of the Five Conversations Framework, using a blended learning approach that guarantees success.

How does it work?

The program completes a before and after assessment to measure success. Leaders and team members complete a short induction workshop. To facilitate peer learning, a series of group coaching sessions take place throughout the program. Each of the five conversations is bookended with a 30-minute webinar on the next specific conversation in the framework. This change program is about results. Leaders are engaged in a series of performance conversations to either replace or supplement the traditional performance review. The conversations are managed through a web-based system.



What is the Five Conversations Framework?

Date	Theme	Content
Month 1	Climate review conversation	• Job satisfaction morale communication
Month 2	Strengths & talents conversation	• The effective use of strengths & talents now & in the future
Month 3	Opportunities for growth conversation	• Improvement of performance on-the-job
Month 4	Learning & development conversation	• Growth opportunities & support
Month 5	Innovation & continuous improvement conversation	• Improving workplace efficiencies & effectiveness

The Five Conversations Framework consists of one 15-minute conversation a month over a five-month period. Each conversation is thematically-based and have been designed around a series of questions that the leader and team member prepare for.

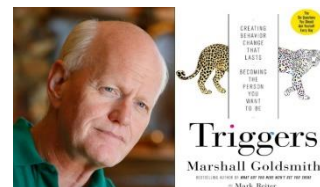
What are the benefits and outcomes of the program?

- **Organisation**—This is the most effective change management program to improve the culture of the organization, which means greater levels of trust, more engagement, and improved productivity.
- **Leader**— The growth of a skills-set that helps the leader develop influence & the people they lead.
- **Team member**—More engagement, less turnover, and more accountability.

What do others say about the Five Conversations Framework?

"Tim Baker's Five Conversations Framework revolutionises the way to view and conduct employee appraisals. His method is brilliant in its simplicity and highly effective in its approach."

Marshall Goldsmith, global leadership thinker and million-selling author or editor of 32 books



Who is the coach?



Dr Tim Baker is an internationally recognised authority on leadership, management and organisational development. In 2013, Tim was voted one of the 50 Most Talented Global Training & Development Leaders by the World HRD Congress. In a nutshell, Tim has conducted over 2,430 seminars, workshops and keynote addresses to over 45,000 people in 11 countries across 21 industry groups. He has a wealth of knowledge in Local Government for over a decade.

How do I get more information?

Call Tim on **0413 636832** for more information or email him at tim@winnersatwork.com.au