





Steve Backley OBE



Paul Hannam



Roger Black MBE

The iPerform Coaches

Former world record holder and three times Olympic Medallist in the Javelin, Steve Backley OBE was at the top of his sport for 15 years. He is the only British track and field athlete to win medals at 3 successive Olympic Games. With a lifetime passion for sports psychology going back to his time at Loughborough University, Steve is a leading speaker on high performance to businesses around the world. In the iPerform program Steve gives his unique lessons on achieving success over the long term.

Paul has over 30 years of experience in organisational psychology and personal development. He is an expert on high performance, and was a Fellow at Oxford University. Paul has three books published and his last book *The Wisdom of Groundhog Day* is about improving one day at a time, and was a Sunday Times bestseller. Paul has coached over 10,000 employees around the world, and founded and built a major training and recruitment business. With the iPerform program Paul provides the proven tools and practices to help you feel and perform at your best every day.

Twice World Champion in the 4 x 400 metre relay and three times Olympic medalist including silver in the individual 400 metres, Roger Black MBE was an outstanding athlete at the highest level. He is also a leading business speaker and has worked with many of the largest organisations in the world to help their people achieve their professional and personal goals. Roger provides powerful stories and lessons in individual and team performance throughout the iPerform program.



“We all have a huge potential and sometimes we need a key to unlock our true potential; iPerform is that key”

Steve Backley OBE



What is iPerform?

iPerform® is an e-learning tool that provides the essential skills that every organisation needs to grow and be competitive. The iPerform programme integrates proven personal and professional development, based on best practices from psychology, neuroscience and business schools, with inspiring sporting stories and insights to deliver sustained performance improvement and employee engagement. When you join the iPerform® programme, you learn transformational strategies from Business, Leadership and Sports that will help you feel and perform your best!

Who is iPerform intended for?

iPerform is designed for Organisations who want to give their employees the vital in-demand skills for sustained, high performance. We have identified and modelled the key skills, mindset and habits of successful, fulfilled employees and converted them into Practices that users can learn and apply in their work and personal lives to achieve extraordinary results.



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“Transformational strategies from Sports, Business, Motivation and Psychology that will help you feel and perform your best!”

Roger Black MBE



iPerform Features

- User friendly, mobile solution combining the most effective lessons from elite business schools and leadership programmes with transferable practices from sport to business.
- Learn to implement powerful new habits through specific practices - supported by current research in Neuroscience and Psychology.
- Perform at your peak at work and find optimum work-life balance.
- Ensure you build a bigger capacity for sustained personal success.
- Library of over 170 short videos for essential soft skills like resilience and communication.
- Flexible to your organisational needs.
- Online coaching from Paul Hannam FRSA, Steve Backley OBE and Roger Black MBE
- Shortlisted for a major mobile e-learning award.
- Assess the impact of mobile learning within your organisation.



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“Perform at your peak at work and find optimum work-life balance.”

Steve Backley OBE



Benefits

- Improve Employee performance and results.
- Boost Employee engagement.
- Help employees achieve their professional and personal goals.
- Enable employees to improve work-life balance, communication, resilience, creativity, ability to embrace change, team and leadership skills.
- Leadership skills.
- Enhance Staff agility in a constantly changing workplace.

Increase

- Talent Retention
- Productivity, effectiveness, engagement and motivation
- The capacity of your workforce.
- Staff resourcefulness
- Staff networking within your workforce



“Every organisation has to be 100% committed to their employees’ personal development or risk being left behind in fast changing, hyper competitive markets”

Paul Hannam
Managing Director



The iPerform Programme

Practice

1. Commit to Performance Improvement
2. Become Self-Motivated
3. Set Compelling Goals
4. Be Self-Aware and Build on your Strengths
5. Align with your Values
6. Take the Initiative and be Proactive
7. Stay Calm and Relaxed under Pressure
8. Boost Emotional Intelligence
9. Manage your Time Well and Become more Productive
10. Make Good Decisions
11. Optimise Authentic and Empathy
12. Be Mentally Tough and Resilient
13. Have a clear Vision
14. Boost your levels of engagement
15. Be more Creative
16. Face the Facts and accept reality
17. Increase Optimism
18. Be more Assertive
19. Think and Act Strategically
20. Create your own positive beliefs
21. Influence Others
22. Solve Problems effectively
23. Embrace Change
24. Build Effective Relationships
25. Think and Act entrepreneurially
26. Achieve Work Life Balance
27. Focus on getting better every Day
28. Integrate these characteristics to deliver great results



How has iPerform helped you improve your performance?

Feedback by users from Cisco, South Oxfordshire and Vale of Whitehorse district Council, Birmingham Council, Deloitte, Ernst and Young, University of Derby and Evander.

"In the beginning it's made me more conscious of my attitude, how I react and interact with people in my everyday."

"I am calm under pressure, more balance in my decision-making, I prioritise my time better and have a better work/life balance. Most importantly it has re-energised my appetite for learning and self development."

"I found the mindfulness session very powerful."

"Stay focused, prioritise based on agreed goals and business outcome. Being more accepting that there will be challenges, sometimes illogical and unfair, but stay calm and manage accordingly."

"Very credible and practical advice to improve our mindset, day task, and relation to other."

"Reminding me to stay more focused – thus work more efficient."

"We all have a huge potential & sometimes need a key to unlock it; iperform is that key"

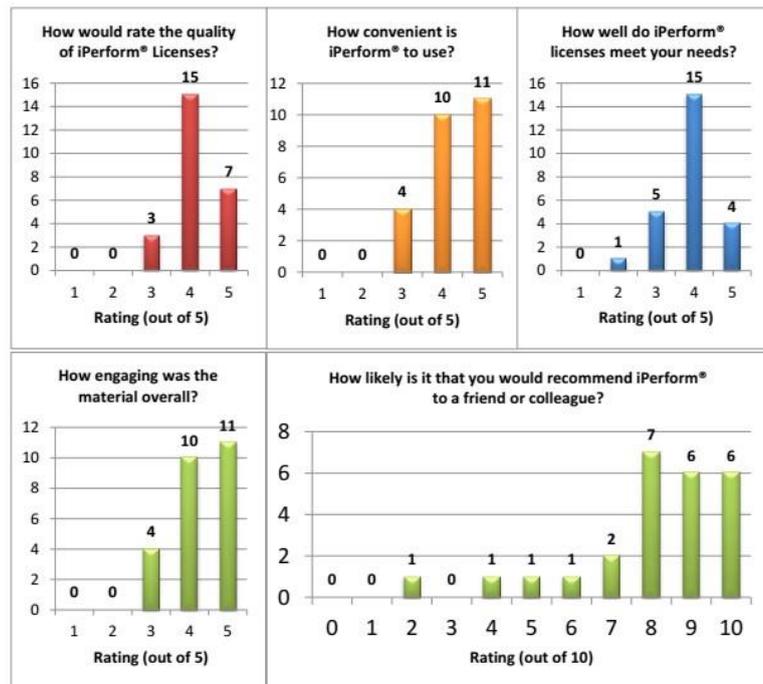
Roger Black & Steve Backley





How has iPerform helped you in your day to day job?

Feedback by users from Cisco, South Oxfordshire and Vale of Whitehorse district Council, Birmingham Council, Deloitte, Ernst and Young, University of Derby and Evander.



“It was all fantastic, an empowering curriculum and excellent delivery. The modular self-guided approach really suited me, it was a lesson in itself on self-discipline. It has honestly changed my personal and professional life for the better.”

“An excellent way to get quality education and improvement opportunities on a longer term basis with a manageable time commitment.”

“It’s good to take some time out and look at your work and private life.”

“I would love to repeat it and found it useful in and out of work.”

“I find the program very engaging and motivating.”

“I thought overall it was a good program and made you think about what you actually do with your time at work and home.”



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Pricing

iPerform is provided as a library of MP4 videos that you can download and use throughout your organisation permanently. You can use the videos on their own or as part of your own LMS

The price for the full programme is **£2,950 + VAT**

Alternatively you can buy individual Practices

Each practice comprises of 5 videos and is **£250 + VAT**

Contact Details

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1. Committed to Performance Improvement	In the first level of iPerform your employees will learn how to improve their performance, and commit to their professional and personal development. They will develop a growth mindset which is the foundation for sustained improvement.
2. Become Self-Motivated	The most successful people are able to tap into their own "intrinsic motivation", their inner drive that does not need anything or anyone else to push them forward.
3. Set Compelling Goals	Top performers set compelling goals, and they persevere until they achieve them. When you can set your own compelling goals you will be more likely to improve your results too.
4. Be Self-Aware and Build on your Strengths	All improvement and all change begins with self-awareness. Everyone is a creature of habit and if you want to be more successful, you need to develop more successful habits.
5. Align with your Values	Knowing and aligning your values is critical to boosting engagement and productivity. Values act as a compass. They give you direction to help make better choices and deal better with challenges.
6. Take the Initiative and be Proactive	You are responsible for your own performance. Taking the initiative means that you stop blaming your circumstances and other people, and start taking personal responsibility for yourself.
7. Stay Calm and relaxed under pressure	You only have a limited attention span and it is essential that you use it well. Top performers are highly focused, and apply their attention to the right tasks at the right time.
8. Boost Emotional Intelligence	Emotional intelligence is one of the most important attributes of top performers. In many ways, it is better to have a high EQ than IQ to prosper yet very few people are ever trained in this vital skill. Become a top leader and master this skill.
9. Manage your Time Well and Become more Productive	In every field, top performers work smarter not just harder. They get more done than average performers in the same amount of time boosting outputs and revenue for your organisation.
10. Make good decisions	Your level of success and fulfilment are based on the sum of thousands of choices going back through your career to school. But you can change your future by making better decisions starting today. This practice shows you how.
11. Optimise Authentic and Empathy	At work, our roles often limit us as we feel we are projecting an image that is in conflict with who we really are. Now, extensive evidence shows that we must become more authentic, not less.
12. Be Mentally Tough and Resilient	All organisations need resilient employees. Top sports people and performers in most areas are mentally tough. They are resilient, and handle the inevitable challenges of life better than average performers.
13. Have a clear Vision	Top performers have an inspiring vision of where they want to get to. Their vision guides and motivates them to stay on track through the good and the bad times.
14. Boost your levels of engagement	There is now evidence that practising gratitude leads to greater optimism, well-being and engagement – all critical to sustained high performance!
15. Be more Creative	Creativity is one of the most sought after skills. Fortunately it isn't just a natural trait – it can be taught. You are a creative person but you just need to learn how to develop it. Discover how to invent new, innovative solutions to challenges your organisation is facing
16. Face the Facts and accept reality	If you want to improve your performance or change anything in your life, you need to start by facing facts and having an accurate perception of your reality.
17. Increase Optimism	There has been a significant shift towards studies of happiness and well-being. We are now discovering that rather than being the reward for success, happiness is actually the cause.
18. Be more Assertive	High achievers are more assertive than low achievers. Being assertive means being self-confident and self-assured – it is, however, not about winning all the time, or being aggressive. An essential attribute when dealing with colleagues and clients.
19. Think and Act Strategically	Top performers are more strategic. They move clearly and directly towards the achievement of their goals, and are not diverted by short-term distractions and opportunities.
20. Create your own positive beliefs	Your beliefs about yourself, other people and the world in general will largely determine the quality of your life. Your beliefs will largely determine your performance, results & success.
21. Influence Others	Successful performers tend to have excellent influence skills, and can persuade other people to support them in the achievement of their goals. Learn how to work effectively with various stakeholders to gain the outcomes you and your organisation need.
22. Solve Problems effectively	We all have to deal with problems in our lives. The difference between top and average performers is not the number or type of problems they face, but it is in the way they deal with them - essential for success in your organisation
23. Embrace Change	Successful people flourish during periods of change and this is a priceless skill as Change is Permanent. Whatever your job you will need to confront far more change in the future than ever before.
24. Build Effective Relationships	You will not get very far in your career or your personal life without being good at building and managing relationships. Some people are naturally better at this but all of us can learn to improve.
25. Think and Act entrepreneurially	Very successful people are entrepreneurial. They do not necessarily run their own businesses but they think and act like entrepreneurs. They embrace change, risk, and adventure.
26. Achieve Work Life Balance	Top performers over the long-term are able to find the right balance in their life. They balance work and play, practice and rest, learning and taking action and much more to make maximum impact in the workplace and to feel at their best.
27. Focus on getting better every Day	One of the most important yet little known attributes of top performers is their total commitment to improving their performance day by day. They do whatever it takes to get that extra edge.
28. Integrate these characteristics to deliver great results	In this final level we help you integrate and implement the different practices you have learned so you gain maximum benefit from the iPerform programme.