

how to build a Performance Driven **CULTURE?**



Axonlabs Consulting

We Engineer Growth.

axonlabs.ai

We are in an extremely competitive environment. Every company needs to implement a Performance Driven Culture in order to remain relevant, scale-up and grow consistently.

But does culture and performance remain a **text-book theory concept** or is there a model that can be implemented by companies and gain actual outcomes?

Fortunately there is! Here we define the **5P model** to understand and implement a Performance Driven Culture across the company and its business ecosystem.

Most companies at best end up forming a leadership squad and implement a 'task distribution and tracking system' which is **not even close** to the idea of implementing a Performance Driven Culture.

PDC is about hiring / fostering the right **Personalities**. These personalities then help to define clear, transparent and equal opportunity **Practices** in the company. Good practices help in building great **Perceptions** across teams, clients, partners and the entire ecosystem. Company-wide good perceptions helps to build widespread **Positivity** in the business ecosystem. Positivity is at the core of driving great **Performances**.

Performance Driven Culture sets an organization for,

1. Value Creation
2. Talent Retention
3. 360 Degree Productivity
4. Organization Accountability
5. Tactical Excellence
6. Innovation

5P

to implement a
Performance Driven Culture

Personalities



Practices



Perceptions



Positivity



Performance

Personalities

Personalities supersedes People. People change while personalities remain embedded in the company culture. A great company culture churns out strong, energetic and tenacious personalities.

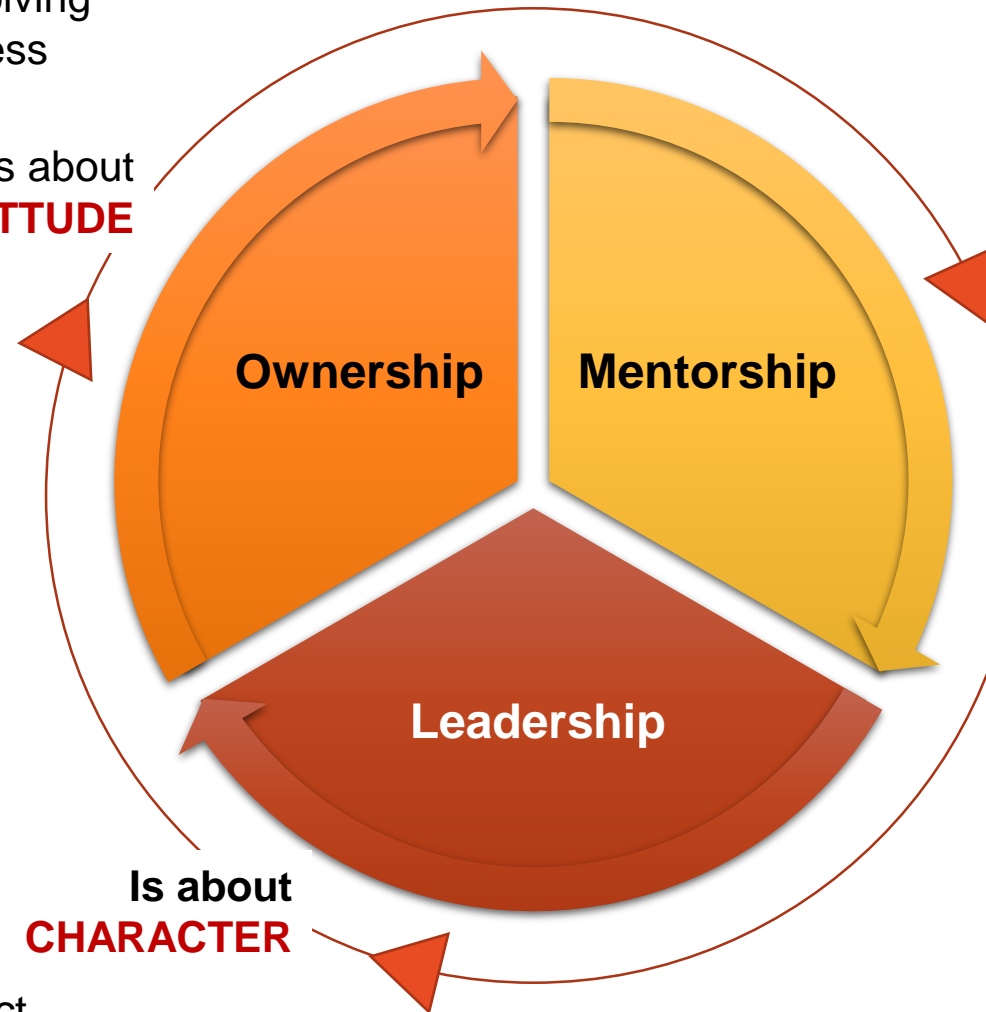
So what defines great personalities?

Personalities is about **Leadership, Ownership & Mentorship**

Personalities

1. Problem Solving
2. Proactiveness
3. Sacrifices

Is about
ATTITUDE



Is about
NURTURE

1. Insights
2. Empathy
3. Perseverance

Is about
CHARACTER

1. Respect
2. Integrity
3. Inclusiveness

Practices

Practices are the backbone of a company. Good practices ensures that the company stays ahead in the business curve consistently. Absence of good practices leads a company to disaster.

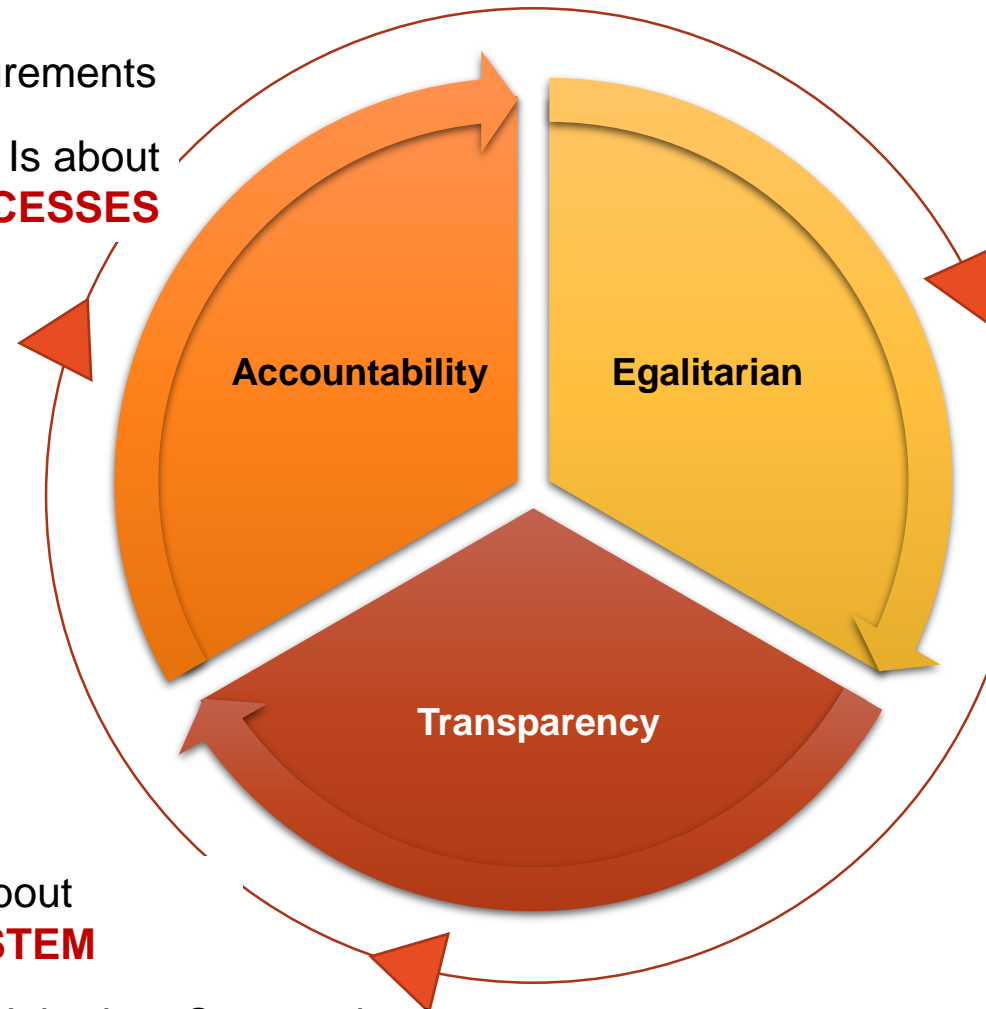
So what defines good practices?

Practices is about **Transparency, Accountability & Egalitarianism**

Practices

1. Structure
2. Norms
3. Measurements

Is about
PROCESSES



Is about
PHILOSOPHY

1. Growth
2. Values
3. Promises

Is about
SYSTEM

1. Unbroken Communication
2. 2-Way Feedback
3. Responsibility / Rewards metrics

Perceptions

Perceptions are stronger than reality because they are hard to build. Reality exist by itself. It takes grind, patience and intelligence to shape up the right perceptions.

So what does it take to build Perceptions?

Perceptions is about **Initiatives, Benefactions & Facts**

Perceptions

1. Balance
2. Benefits
3. Sentence

Is about
EMPLOYEES

Benefaction

Facts

Is about
INDUSTRY

1. Research
2. Benchmarks
3. Innovation

Initiatives

Is about
MARKET

1. Talent
2. Budgets
3. Experiments

Positivity

Positivity is a company's lifeline. Positivity drives workplace energy, harmony and performance. Companies that lack positivity in workplaces struggle to foster performance driven culture.

So how to foster positivity?

Positivity is about **Trust, Aspirations & Vibrancy**

Positivity

1. Self-confidence
2. Hope
3. Peer-Support

Is about
PEOPLE

Aspirations

Vibrancy

Is about
ENVIRONMENT

1. Diversity
2. Appreciation
3. Involvement

Trust

Is about
LEADERSHIP

1. Confidence
2. Compassion
3. Concern

Performance

Performances are the key to a company Culture. They both are intertwined. A performance driven culture enables the company to keep ahead in the business curve and makes its brand standout.

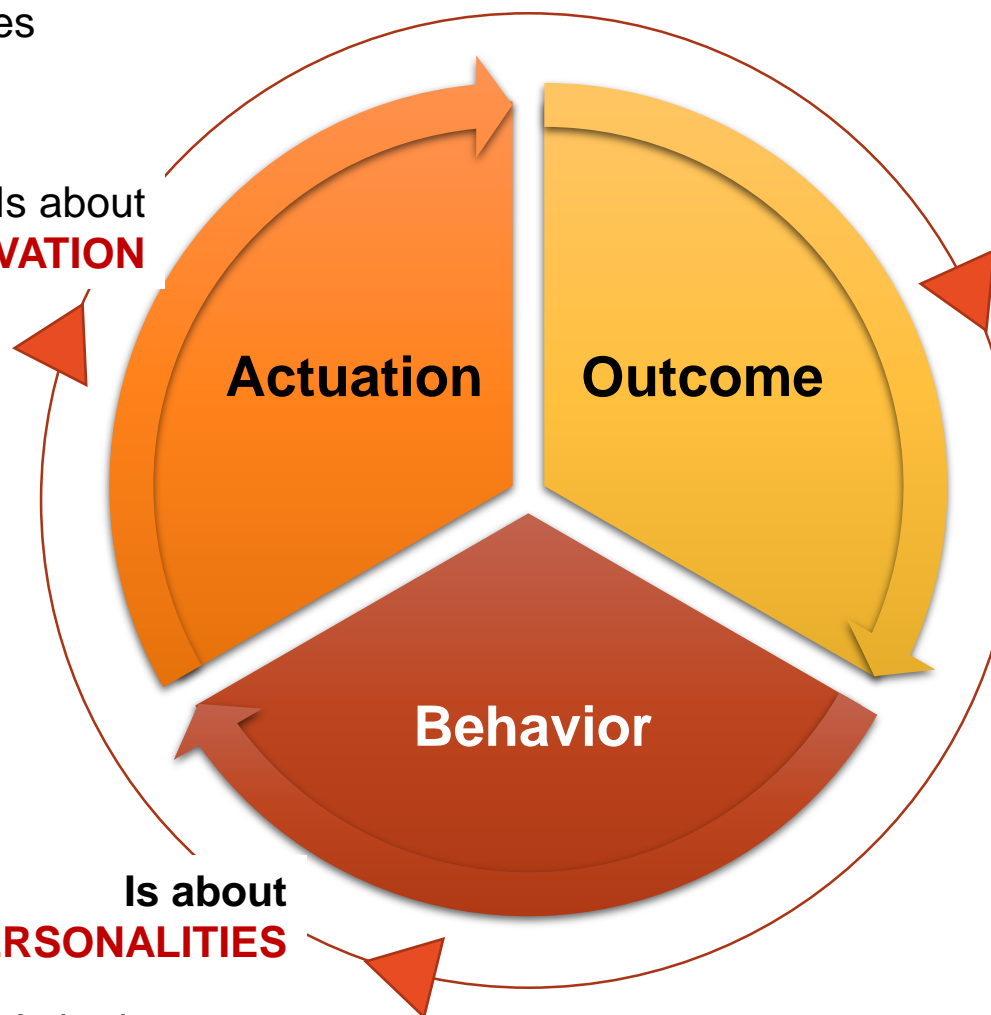
So what drives exceptional performance?

Performance is about **Behavior, Actuation & Outcomes**

Performance

1. Experiences
2. Mindset
3. Initiatives

Is about
MOTIVATION



Is about
RESULTS

1. Commitment
2. Competence
3. Clarity

Is about
PERSONALITIES

1. Attitude
2. Character
3. Nurturing

How to implement the 5P - PDC model?

To implement a 5P-PDC, five systems needs to be implemented

LOM System

Leadership
↓
Ownership
↓
Mentorship

TAE System

Transparency
↓
Accountability
↓
Egalitarianism

IBF System

Initiatives
↓
Benefactions
↓
Facts

TAV System

Trust
↓
Aspirations
↓
Vibrancy

BAO System

Behavior
↓
Actuation
↓
Outcomes

These 5 Systems entwine into Data, Design, Rules, Practices & Software (DDRPS)

- Data Mining
- Goals-Priorities-Teams
- Feedback System
- HR best practices
- Rewards Metrics
- Team Dynamics
- Mentoring Connections
- Balanced Scorecards
- Professional Skilling
- Ideas & Insights
- Org Design
- Career Roadmaps
- Zero tolerance zones
- Research & Benchmarks
- Risk Assessments
- BI Dashboards

Axonlabs has developed a comprehensive system that could implement a 'Performance Driven Culture' in workplaces. While these are extremely complex and time taking implementations, the rewards are just as much satisfactory.

Reach out to us if the 5P model sounds an undeniable need in your organization.





build a **PROGRESSIVE** company

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