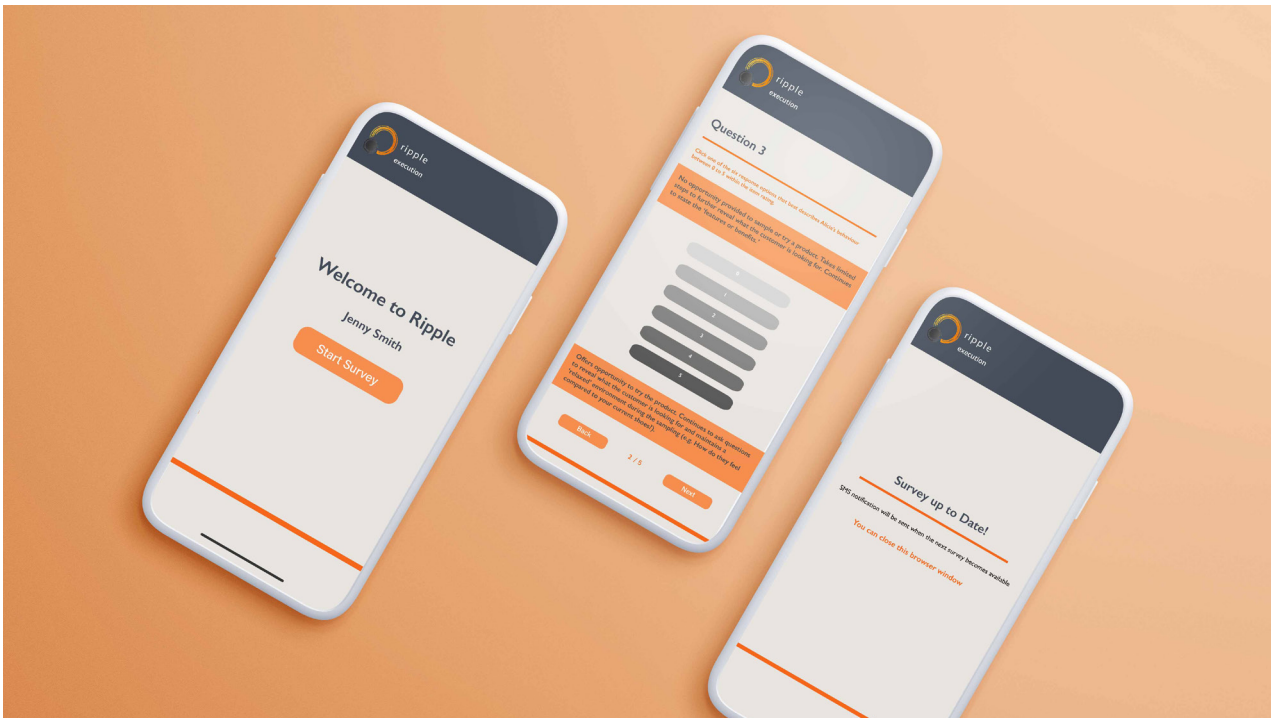


INTRODUCING RIPPLE



The best way to promote a great culture in your business is to 'develop and engage' team members through your leaders. This is done by leaders acknowledging the efforts of team members, leaders creating opportunities for team members to develop new skills through 'stretch' responsibilities, and leaders giving regular or periodic feedback & coaching regarding new skills and responsibilities that are provided.



What is Ripple?

Ripple is a high-impact tool that enables leaders to communicate 'real-time' feedback to team members, or receive 'real-time' leadership feedback from team members for coaching and development to achieve better results.



A tool to make coaching easier

Ripple converts intangible and broad observations of people into tangible measured behaviour that benefits team members, leaders, and the organisation. Customised to the client's key commercial priorities, Ripple is an on-line based tool that enables an objective means of indicating and learning about team member and/or leadership behaviour. This enables organisations to fast-track and accurately target future development initiatives for individuals and the business.

How it works?

Ripple is customized to the client's culture and leadership development priorities. The following description provides an overview, but any area can easily be adapted to meet individual client needs:

Awareness

Customised surveys are circulated to mobile devices of managers and team members simultaneously for quick and easy completion. The system of Ripple enables immediate comparison of measured behaviour for feedback and coaching as determined by organizational sponsors to fully evaluate the participant's current effectiveness level and development needs.

Drive

Ripple is designed specifically to promote positive behaviour in the organisation. Poor behaviour that does not aid growth of the business, typically continues to be repeated until there is effective intervention to support and drive development. The tool pinpoints development areas that will have the greatest personal buy-in and quickest payback for team members and the business.

Skills

Opportunity for immediate feedback is made available, providing the right vehicle to facilitate effective conversation of behavioural strengths, and other skills that require development. This provides clear and positive understanding of what behavioural skills team members need to develop.

Accountability

Regular reference is made to a benchmark or indicator of targeted client behaviours to objectively measure potential development of team members. The system provides a process to track and acknowledge positive behavioural development that is occurring, and identify behaviour that requires further growth.

Repetition

The design of Ripple enables on-line circulation of the tool on a regular and coordinated basis, providing a frequent and periodic measure of key behaviours and capabilities according to the needs of the business to fast-track developing skills.

We have utilized Eclipse Leadership Group over many years. The Eclipse team have been invaluable in many aspects of human development at Drummond Golf at both Head Office and Store level.

In recent times we have incorporated the Ripple Management Review survey. Delivered through a simple to use phone application this program ensures a monthly rating of each team member providing them with valuable feedback from their team leader regarding their behaviour. This ensures all team members are best placed to understand their strengths and areas of development for future growth.

I would have no hesitation in recommending the Ripple development tool to any contemporary organization looking to grow and develop its people."

Jamie Cooke
Drummond Golf CEO



Best Suited For ...



Organizations are increasingly turning to Ripple as a way to support and develop the culture or leadership they require to ensure ongoing success. The most common reasons for using Ripple within business include:

Easy and efficient to use

Ripple SMS is forwarded to a recipient's mobile device at a defined periodic time each month. Upon receiving the SMS, managers and team members alike click on the link to commence and complete the survey within minutes.

The potential for increased frequency of feedback to provide coaching and behavioural development:

Most businesses rely heavily on yearly staff review activities as opportunities to address developing or poor behavioural and cultural challenges, which may only occur on an annual basis in some instances. Ripple has the flexibility to review reports 'on-demand' at the discretion of authorised senior-leaders to address developing behaviour throughout the calendar year.

A platform that objectively measures behaviour

Using a likert scale measure, Ripple easily guides participants to rate behaviour, which provides an objective indicator to gauge the development of predetermined behavioural skills that are key to the success of a client's culture and leadership to raise business results.

Promoting a culture of positive behaviour and development throughout the business

The design of Ripple is structured around the use of statements and behavioural anchors that encourage future positive and 'growth' behaviour to drive performance in the business.

With an ever-increasing demand for talent, a rapidly changing commercial environment, and the accelerated learning speeds many organisations require, professionally guided development opportunities that produce practical, concrete outcomes is essential for business results. Ripple, focused on developing cultural and critical leadership behavioural skills in a measured way, provides businesses with a proven way to achieve great success through people.

For more information on how we can assist your business develop a leadership competitive advantage to eclipse your competition call +61 417 50 25 50 or visit www.eclipselg.com