



# ROOTS SHOOTS FRUITS®

*'Performance Change Programmes'*

*For people interacting with people in shared services*



Understanding your origin, cause and motivation



Awareness of your growth path towards change



Harvest the fruits of your labour

*Your past ≠ your future . .*



## SOWING THE SEEDS

WHAT WOULD IT MEAN TO YOUR BUSINESS IF EVERYONE:-

- Adopted positive behavioural patterns & responses
- Became truly aligned to meet the needs & demands of today's business environment
- Learn proven and easy to use communication tools & techniques



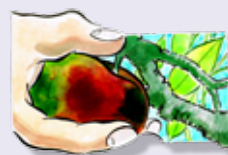
## ROOTS

- Making your unconscious conscious
- Develop Exciting New thinking Patterns
- The 4 Principles Of Success
- Building relationships—the vital link
- Enriching your communication skills
- VALUES—Personal V Business
- ROOTS—Personal Action Plan



## FRUITS

- Logical levels of change
- Effectively managing change
- Shared Values Shared Purpose
- Identity—Beliefs—Capabilities
- Well Formed Outcomes & Consequences
- FRUITS—Personal Action Plan



## SHOOTS

- Recognising & Modelling Excellence
- The Art of Framing & Re- Framing
- Five Step 'Buy in Process'
- It's Movie Time:....
- TOPGUN & MRS. DOUBTFIRE
- SHOOTS—Personal Action Plan

## HARVEST

Well, it should really be called the 'GRAPE' as we inevitably meet up after a month of completing FRUITS (usually in a wine bar) to celebrate the success stories.... By this time the new behaviour patterns are bearing fruit ... An excellent environment to bring the team together. ROOTS SHOOTS & FRUITS is designed for sustainable lasting change.



## CLIENT COMMENTS

'The informal Style of the **ROOTS SHOOTS FRUITS** programme allowed for far more interaction, as a result more value was gained from the course'.

HBOS—BANK OF SCOTLAND CORPORATE

'I thoroughly enjoyed the **ROOTS SHOOTS FRUITS** process. I enjoyed the space where I could attach my own meanings to the programme'.

GORDON SMITH,  
BBC FOOTBALL ANALYST

'All in the team greatly benefited from **ROOTS SHOOTS FRUITS** with the payback achieved before David left the building'!!

MIKE SMITH  
MANAGING DIRECTOR ORB INTERNATIONAL

'Before I began, I would not have believed that some simple tools and techniques would have been so easily able to focus my attention on modifying my behaviour to consistently get the best out of whomever you work with'.

TRICIA FOX  
MANAGING DIRECTOR  
BACON & EGGS &  
ENTREPRENEURS

# What benefits will '**ROOTS SHOOTS FRUITS**' bring to my shared service centre?

- \* ADDS PROFIT TO YOUR BOTTOM LINE
- \* RAISE INDIVIDUAL TEAM PERFORMANCE
- \* EXCITES, DEVELOPS & RETAINS EXCEPTIONAL PEOPLE
- \* INCREASES PERSONAL JOB SATISFACTION & MOTIVATION
- \* IMPROVES COMPETITIVE ADVANTAGE
- \* LOWERS STRESS & ABSENTEEISM

**ALIGNS TEAM MEMBERS TO YOUR SHARED SERVICE CENTRE VALUES & VISION**

## Dedicated programmes tailored to develop essential business skills



## MENTORING SKILLS & APPROACH Best Practice

An essential and popular programme for those responsible for developing careers

[www.rootsshootsfruits.com](http://www.rootsshootsfruits.com) or call David Yeoman on tel: +44 (0) 141 427 9579