



PPI  
Human Performance  
**LEADERSHIP**<sup>TM</sup>  
MANIFESTO





# This is YOUR TIME...

**A MASSIVE OPPORTUNITY for change is staring you in the face.**

Little will come from it, however, unless you honestly CHOOSE to LEAD- unless you pounce on the opportunity with an intent to set a fast pace and send a powerful message.

**In a very real sense, this is use it or lose it time.**

I don't know your specific targets or goals...and I really have no business telling you what they ought to be.

Our job is to help you achieve and exceed your desired outcomes- RAPIDLY and SUSTAINABLY.

PPI Human Performance LEADERSHIP™...

- 1** Explains **WHY** it's now more critical than ever for you to **THINK Different, FEEL Different and DO Different™**,
- 2** Provides a specific game plan– actions you can use immediately including targeted **INFLUENCE** and **IMPLEMENTATION** strategies and tools (**WHAT to do & HOW to do it**), and
- 3** Throws down a challenge...to **YOU**



This is YOUR TIME!

Tim Autrey– Founder/CEO  
PPI Global, Ltd.



**BTW- Incrementalism is DEAD.** As Victor Hugo put it, “There is nothing more powerful than an idea whose time has come.” Human Performance LEADERSHIP™ is such an idea. Make the only choice- SEIZE it. ACT upon it. Become a LEGEND.



“Human Performance lies at the CORE of all Performance...  
...to LEAD Human Performance you must first UNDERSTAND Human Performance”



THINK Different ⇨ FEEL Different ⇨ DO Different™  
**TRANSFORMATION...**

## The PPI Next-Gen Approach...

FAR beyond rules & tools...FAR beyond mere triggers and checklists, the PPI Next-Gen Approach targets the CORE of all performance- Human Performance.

A system of (3) Simple Frameworks helps you and each of your Team Members understand, embrace, and positively leverage WHY you do WHAT you do the WAY you do it.

### Transformation Framework



Enables your transition from old-school 'command & control' to Commitment & Collaboration.

**GOAL:** Inspiring Team Members to WANT to do *right* things in *right* ways for *right* reasons (aka Proactive Accountability®).

### CANI Framework



Generates Sustainability- Team-Generation of Constant And Never-ending Improvement (CANI).

**GOAL:** Making things BETTER as One Team, with One Goal, having One Conversation.

### Implementation Framework



Step-by-Step Systematic Process for rapidly and sustainably Transforming Culture.

**GOAL:** Maximum WIN-WIN Performance Improvement in quickest time with lowest cost.





[FAR] beyond old-school “rules & tools”...

## 1 Setting the Stage

- Transformation vs Incremental Change
  - ◇ (3) SIMPLE Frameworks
- Content vs Context– a Different Set of Rules
- New Thought / New Paradigms
  - ◇ Management vs LEADERSHIP
- Your Imperatives: Reliability, Efficiency, Productivity, and Safety (REPS)
  - ◇ The REPS Dilemma (and HOW to Overcome it)
- Values vs PRINCIPLES
- HOW to Transform Culture

## 2 Your Foundation

- Concept of “First Principles”
- The Next-Gen Approach
  - ◇ A 10,000-foot view- (2) KEY Elements
- Your Foundation- (4) SIMPLE Precepts
  - ◇ People Make Mistakes
  - ◇ A Players, B Players, and C Players
  - ◇ Setups for Mistakes
- Answers & Acceleration



## 3

### Understanding Yourself and Others

- “Human Performance” (What it IS / What It’s NOT)
- Human Motivation
  - ◇ Compliance vs Desire
- Becoming a MASTER of INFLUENCE
  - ◇ The Individual Performance Model™
  - ◇ Thoughts→ CHOICES, Actions, and Behaviors
  - ◇ The Psychology of INFLUENCE
- HOW to Transform Culture (Part 2)
- Who Do You Work For?

## 4

### The Great Divide

- Understanding [the TRUTH about] Accountability
  - ◇ Proactive Accountability®
- The Great Divide: Challenges & Opportunities
  - ◇ Current Epidemics in Society: Entitlement & Victimization
  - ◇ (4) Generations in the Workplace
  - ◇ Virtual & Hybrid Work Teams
- Life BELOW the Great Divide
  - ◇ Being a ‘Victim’ (aka, “Suckers’ Swamp”)
  - ◇ The Blame Cycle
- Life ABOVE the Great Divide
  - ◇ Accountable CHOICES, Actions, and Behaviors
- RISING ABOVE
  - ◇ (3) Steps: ADMIT → ACCEPT → ACT
  - ◇ The First Step: ADMIT IT™ Self-Assessment
- Individual & Team Proactive Accountability®

## 5

### Organizational Performance & Human Error

- The Organizational Performance Model
  - ◇ Climate → Environment → Culture
- Your LINCHPIN
- Challenges & Opportunities
  - ◇ Imperfect People/Imperfect Conditions
- Minimizing Mistakes
  - ◇ Defense-in-Depth
  - ◇ Error Elimination POWER TOOLS™



## 6 SUSTAINABLY Achieving ZERO Accidents & Events

- Being [Truly] Proactive
- It Takes Teamwork
  - ◇ “Drift” & “Accumulation”
  - ◇ A NEW Look at an Old Pyramid
- The REF Model™ - FIVE Factors to ZERO
- Safety Culture
- Just Culture
  - ◇ Accountability → Culpability → Responsibility

## 7 BEING a Next-Gen LEADER

- Your HABITS of IMPACT
- Your (3) “Hats” of INFLUENCE
- HOW to Consistently & Proactively...
  - ◇ ENGAGE
  - ◇ ALIGN
  - ◇ INSPIRE

## 8 Viral Accountability® - Your Code of Honor

- Playing to WIN
- Busting the Myths About Culture Transformation
- Bringing It To The TEAM
  - ◇ Understanding a “Code”
  - ◇ Creating Your CODE
  - ◇ SUSTAINING Your CODE
  - ◇ Your Role
- Making Our World a BETTER and SAFER Place
- Resources & Support

---

## PDH and HPL Certification Available

Participants completing any **Option** of Human Performance LEADERSHIP™ and passing the optional online Exam will be eligible to receive up to (16) Professional Development Hours (PDH) and the Professional Designation- HPL (Human Performance LEADER), awarded by the [Human Performance Association, Inc.](https://www.humanperformanceassociation.com/)





## What past participants have to say about Human Performance **LEADERSHIP®** ...

"Love this simplistic viewpoint on HPI!  
This viewpoint could have saved me \$140k  
at Capella on my Ph.D.!!!"



**Valerie Bernard, Ph.D.**  
Executive Training Centers, Inc.



"In my 36 years of experience, I've never seen  
a faster or more positive culture change."

**Gary Mechler**  
Plant General Manager, NRG

"This is going to be the next level for our  
company– not just safety, not just production,  
but for EVERYTHING!"



**Lee Aumend**  
MS-Psychology  
Reedy Creek

For Video Testimonials  
[CLICK HERE](#)





Human Performance  
**LEADERSHIP™**

## You have (4) **Options** for inserting Human Performance **LEADERSHIP®** into your Organization's Culture ...



### Onsite

Your **CLASSIC Option**...

Our Master Facilitators travel to your location or training venue to provide the THINK-FEEL-DO Different interactive Learning Experiences and Exercises that've helped TRANSFORM Work Cultures for 16+ years.



### Live Virtual

Your **TECH-ENABLED Option**...

Our Master Facilitators come to you LIVE from our state-of-the-art studio to deliver an engaging and highly interactive THINK-FEEL-DO Different Virtual Learning Experience.



### 24/7 Anytime/Anywhere

Your **SUPER-FLEXIBLE 24/7 Option**...

Perfect for Individual Learners, Newly Promoted LEADERS, or About-To-Be-Promoted LEADERS. The engaging and interactive recorded sessions are presented by PPI Founder, Tim Autrey, and are available 24/7 (anywhere internet access is available).



### Host-a-Course

When you're seeking rapid & sustainable Performance Improvement yet struggle with budget constraints, hosting a PPI Course just might be your Perfect **Option**.

You and your Team Members can Experience the same interactive Learning and Development Opportunities for a FRACTION of the normal cost. PLUS...you'll gain the opportunity to collaborate with industry peers.

[FAQs](#)

[More Information](#)