

CONSULTANT PARTNERS PROGRAM

The Performance Continuum Feedback Method®



Employee Performance Solutions

Since offering its first Performance Continuum Feedback Method® workshop in 2004, Employee Performance Solutions has validated a widespread need in the market for improved performance feedback methods within organizations of all sizes and types. PCFM workshops address this need and have been enthusiastically received by both corporate HR and employee development executives and feedback providers alike. Through train-the-trainer services and licensing agreements, Employee Performance Solutions Partner Program allows corporate training and employee development firms to expand their portfolio of services to include PCFM workshops.

Highlights of the Employee Performance Solutions Partner Program include:

- ▶ The ability to deliver highly experiential, tools-based workshops that address a real and critical development need of your clients – to improve the way their managers deliver performance feedback to their employees.
- ▶ The freedom to price the PCFM workshops to your clients as you see fit and the generation of a new and lucrative revenue stream for your HR consulting practice or corporate training and employee development firm.
- ▶ A turn-key package including train-the-trainer programs, facilitator guides and participant workbooks that enable you to deliver the training.
- ▶ Access to marketing and sales collateral as well as support in getting your sales efforts up to speed.
- ▶ Alternative arrangements for commission-based reference selling to support partners that do not wish to deliver the workshops but see a need within their client base for improved performance feedback.

FAQ

Why would I want to consider partnering with Employee Performance Solutions to provide Performance Continuum Feedback® Method (PCFM) programs to my clients?

PCFM programs address a widespread and largely unmet need within all organizations to improve performance feedback conversations between managers and employees. By addressing this need within your client organizations you open a new and lucrative revenue stream for your consulting business.

Have PCFM programs been proven in the market?

Yes, PCFM programs have been successfully sold and delivered to medium and enterprise class business and non-profit organizations in industries such as banking, manufacturing, life sciences, technology, health care and services. These organizations have responded enthusiastically to PCFM programs because of their intuitive simplicity and effectiveness and nearly all have followed up initial workshops and training with additional workshops to “roll out” PCFM training to their entire organization.

What is the partner candidate profile for a successfully selling and delivering PCFM programs?

Good candidates for becoming an EPS Partner are HR and employee development consulting firms that have established client relationships with medium size to enterprise class organizations. Candidates should have some experience providing management training and employee development consulting, preferably around performance management. Candidates should also have in-house facilitators or trainers that can be trained to deliver PCFM programs. Size is less important. Good candidates can be single person firms or large consulting organizations. The most critical criteria are HR focus and client access.

**FAQ** (page 2)**What steps must be taken to become a partner and to sell and deliver PCFM programs?**

Candidate firms must complete and submit an EPS Partner application for consideration. EPS requires qualified candidates to enter into a licensing agreement that allows the partner to deliver PCFM programs to their clients. As part of that licensing agreement, EPS provides “train-the-trainer” training to program facilitators within the partner organization. If possible, EPS will suggest incorporating an actual client workshop facilitated by EPS into the actual train-the-trainer training. In addition, the partner purchases a PCFM Facilitators Guide for each trained facilitator.

How are PCFM programs priced to the client and how are partners compensated?

EPS will provide partners with suggested guidelines for workshop fees but EPS leaves it entirely up to the partner to determine the best pricing which can be different depending up on the client, geographic market or industry. The partner bills the client directly for and retains all workshop facilitation fees.

How are PCFM workshop participant materials sold?

The consultant licensing agreement requires that all client workshop participants must have their own participant workbook. Participant workbooks are purchased from Employee Performance Solutions either directly by the client or by the partner for resale to the client.

Are there any other fees associated with the EPS Partner Program?

Licensed partners pay an annual licensing fee which covers on-going support for program facilitators as well as sales and marketing support.

What type of support do partners receive for selling and marketing PCFM programs?

Partners receive workshop description brochures in PDF format. These brochures are co-branded with the partner logo and contact information. EPS will also provide partners with guidance on selling PCFM programs that is based on a history of EPS selling PCFM programs with a very high close rate.

Does EPS offer exclusive geographic territories to Partners?

EPS believes that the market potential for its programs is so large and untapped that exclusive territory rights are not essential for a partner's success.

Can Partners represent other vendors' training and management development programs?

There are no restrictions on what other vendor programs can be sold or delivered by EPS partners. In fact, EPS believes that many popular licensed programs in the market complement the PCFM programs, and EPS provides guidance to partners on how to properly position PCFM programs against these programs.

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FAQ (page 3)

Does EPS offer alternative business models for partnerships?

For partner candidates who have client access but do not have the capabilities to deliver programs, EPS offers a commission-based sales representation agreement which allows a partner to receive commissions on EPS programs whose sale to the partner's client is facilitated by the partner. In this case, EPS delivers the program, invoices the partner's client and pays a commission to the partner upon payment.

For more information on the Employee Performance Solutions Partner Program, please email partners@employeeperformancesolutions.com