

# The Three Laws of Performance

Rewriting the Future of Your Organization

March 13-16, 2018



## Overview

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A three-and-a-half-day special event designed for executives, business owners and organizational leaders to explore what is really possible in achieving unprecedented business results.

Vanto Group's proprietary methodology allows for dramatic and sustainable shifts in organizational performance.

Grounded in the best-selling book, *The Three Laws of Performance*, the event is designed for attendees to apply this cutting-edge approach in their current business environments.

### You will gain access to:

- The critical factors that drive team performance
- Hidden assumptions that limit organizational velocity
- Authentic organizational alignment and coordinated action
- The language of high performance and how to apply it
- The tools to have your vision sustained over time and owned by others throughout your organization

**The Three Laws of Performance** Rewriting the Future of Your Organization is designed for individuals and teams seeking a competitive edge.

**Dates:** March 13-16, 2018  
**Times:** 8:30 a.m. to 6:30 p.m.  
**Location:** Location TBA  
Melbourne, Australia

### Pricing:

- \$2,500 AUD per person
- \$2,200 AUD per person for a group of 3-5 or more
- \$2,000 AUD per person for a group of 5 or more

Seating is limited. Early registration is recommended.  
Price includes course materials, lunch and refreshments.

## Topics Covered

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**The Three Laws of Performance** offers a non-linear process designed to bring about a fundamental shift in what leaders are concerned with, how they work together, and what actions they take. Participants step outside the familiar frameworks of management and leadership to identify entrenched behaviors, habits, unexamined assumptions and replace them with new perspectives resulting in new actions.

Participants will also discover new ways of approaching management and leadership challenges, and gain access to a methodology for achieving new levels of performance for themselves, their teams, operating units, and organizations. The event is presented as a dialogue and includes inquiry and discussion, practice, exercises, work in small groups, and assignments between sessions.

### Day 1

- Welcome
- Overview of the three days, including guidelines for effective participation
- Introduce the Three Laws of Performance
- Identify fundamental, yet hidden concerns that affect and impact the way leaders speak and listen
- Distinguish the nature of language and its impact on being a leader at work
- Identify the conversations that make up the culture of an organization / team and how that shapes people's actions and experience of being at work
- Recognize the impact of the past and how it shapes and influences the future
- Determine the facts of a situation independent from one's interpretation of the situation

### Day 2

- Discover the nature of persistent complaints and their impact on productivity, performance and capacity to lead
- Work in groups to distinguish persistent complaints at work, with other groups, and with the organization in a way that elevates organizational performance
- Distinguish current constraints and limitation on one's leadership
- Develop new methods of leadership that go beyond past behavior

### Day 3

- Explore resistance to change in such a way that people become more effective at making change happen
- Learn to invent new futures that alter one's view of work
- Distinguish the source of effective action
- Introduce and begin to use the vocabulary of "committed listening and speaking", resulting in more effective leadership and greater results
- Work in groups to declare new futures and generate new commitments
- Introduce the "Breakdown Methodology": How to powerfully deal with breakdowns so as to create breakthroughs
- Focus on translating the skills and distinctions from the past three days into everyday leadership

## About Vanto Group

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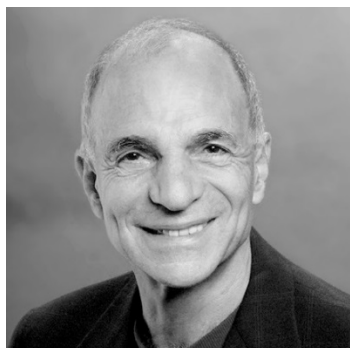
Vanto Group is a boutique global consulting firm distinguished by the extraordinary track record of our clients. We partner with clients from the private, public and non-profit sectors to address their most critical challenges and transform their organizations.

Our customized and proprietary approach combines deep insight into the dynamics of high performance with close collaboration at all levels of the client organization. We embed the desired and necessary behaviors, processes and practices within our clients' organizations, enabling them to achieve unprecedented levels of results with coordinated action, commitment and velocity. These new levels of performance and competitive advantage are both unprecedented and sustainable. Founded in 1992, Vanto Group is a private company with 16 offices in 9 countries. **For more information visit [www.vantogroup.com](http://www.vantogroup.com).**

## Event Leaders

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### **Steve Zaffron** Founder and Head of Research & Development, Vanto Group



As an internationally respected leadership authority, Steve Zaffron is noted for his ability to deliver provocative new perspectives on competitive advantage, organizational change, and transformational leadership. As the founder of Vanto Group, a consulting firm that designs and implements large-scale initiatives to elevate organizational performance, Zaffron has directed major corporate initiatives with dozens of Fortune 500 companies worldwide. He has spoken at the Harvard Business School, the Simon School of Business at the University of Rochester, and the Marshall School of Business at the University of Southern California. His groundbreaking book, *The Three Laws of Performance* (coauthored with David Logan), explores the underpinnings in performance in business and articulates a new theory about what underlies breakthrough results.

### **David F. Brown** Practice Leader, Australia & New Zealand, Vanto Group



David F. Brown is an experienced management professional with 20 years of practical experience applying the Three Laws of Performance in manufacturing, technology, healthcare, retail and most recently higher education at the University of Southern California (USC). As Practice Leader for Australia & New Zealand, David is responsible for the expansion of Vanto Group's operations within the region. In addition, he leads consulting engagements to produce breakthrough results with Vanto Group clients globally.

## What Experts Say About Vanto Group's Methodology

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*"What greatly impressed me with regard to the Vanto Group process and technology is that it has a way of actually giving people hands-on access to altering the culture of an organization."*

**Michael C. Jensen, Professor of Business Administration, Emeritus, Harvard Business School**

*"The outcomes were incredible. We not only met what we considered stretch budgets, we exceeded them. We have set world records for production. Our costs are lower than they were when we started the program, and we were able to improve safety by 50%."*

**Craig Steinke, Former Senior Vice President, BHP Copper Metals**

*"By applying The Three Laws, I noticed an instant transformation in all areas of my life. In business, sport, and relationships, I was able to rewrite my future, which is now full of endless possibilities."*

**Natalie Cook, Olympic Beach Volleyball Gold Medalist, Sydney, 2000**

*"Running a business is a complex matter, and at the heart of any business is people. I have yet to see anything that has such a positive impact on people's ability to relate, communicate, and perform as Vanto Group has."*

**Paul Fireman, Former CEO, Reebok**

*"When we realized that our company was operating in silos, we used applications from The Three Laws of Performance to have cross-functional teams create unprecedented business results."*

**Chip Wilson, Founder, Lululemon**

## To Register

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### Ready to create your next breakthrough in performance?

Register for **The Three Laws of Performance** by contacting David Brown:

phone: +61 452 553 621

email: [dbrown@vantogroup.com](mailto:dbrown@vantogroup.com)