



# PERFORMANCE DNA ANALYSIS

MAY 4, 5, 6 • 8:30 a.m. to 4:30 p.m.  
HORATIO S. EARLE LEARNING CENTER  
7575 CROWNER DRIVE, DIMONDALE, MI 48821



**Cost: \$1200.00**

## What is Performance DNA Analysis?

Performance DNA Analysis stresses a careful study of the requirements of organization, process, and human performance to identify the causes for performance gaps, and provide new interventions and/or solutions to improve and sustain performance, and finally evaluates the results against the requirements.

## Learning Objectives

- Identify high value performance analysis opportunities and align these with the organization's goals and requirements to improve overall workplace performance
- Describe the relationship between key performers and organizational outcomes
- Use results-based terms to describe and analyze human performance and ID key processes
- Reconcile stakeholders' requests for solutions with real organization goals
- Conduct human performance analysis activities necessary to establish:
  - major outcomes and results
  - key work processes, and
  - key tasks of any job or functional area in an organization
- Identify the influencing factors (i.e. barriers and facilitators) on any performance situation and all factors impacting these influences
- Consolidate data, identify and report-out to the client the appropriate interventions (solutions) and influences for improving overall job performance in any functional area of your org.
- Use the performance analysis tools to improve overall workplace performance in any work environment

REGISTRATION DEADLINE IS APRIL 22, 2010 • SEATS ARE LIMITED

To register contact Nicole at 410-638-7279

# What Will Participants Recieve?

- 3 day workshop lead by an experienced professional
- Performance DNA Job Aids
- Templates and Tools that will provide a Return On Investment (ROI) to your organization

# Who should attend?

People who work for non-profit organizations, in the healthcare industry, HR Professionals, Trainers, Performance Consultants, or people who work with a governmental agency who have the need to improve their organizations' performance.



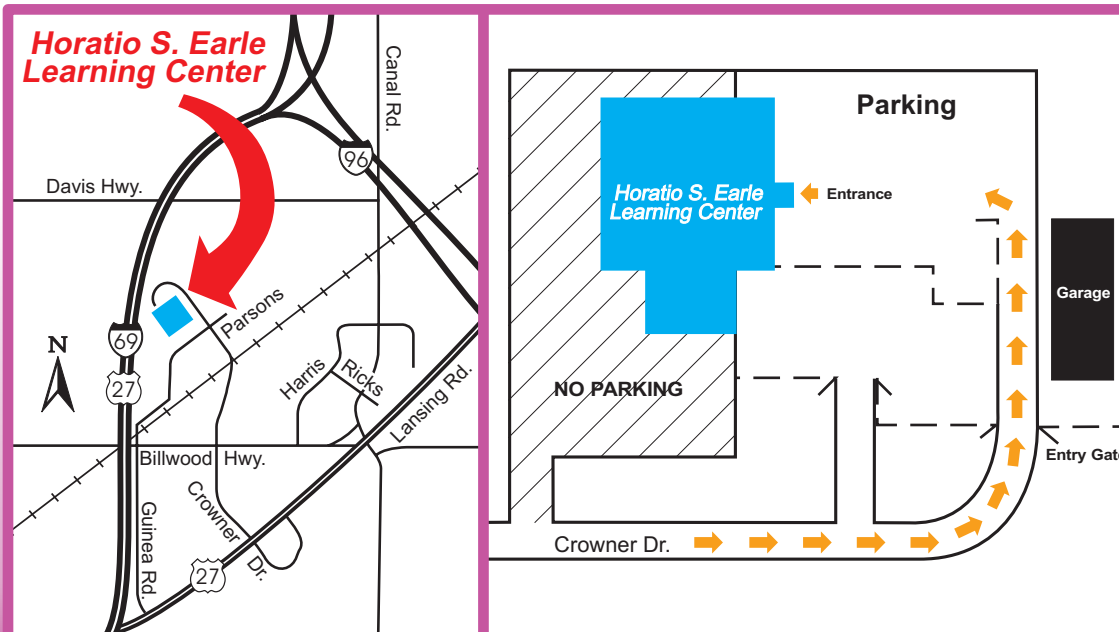
**Dennis P. Mankin** Managing Partner and Human Performance Analyst  
Platinum Performance Group & Outcome Systems

Mr. Mankin has an extensive professional background in performance improvement, including 28 years in senior management, training, facilitation of training and consultative positions working in business and organizational analysis. His specialty is in the study of Human Performance Technology (HPT) as it relates to training and organizational development issues. He is an accomplished Certified Performance Technologist (CPT), Managing Partner of an International training and consulting firm and a facilitator of HPT processes worldwide.

His training and consulting career includes working with organizations such as ASTD, ServiceMaster, Dell Computers, CitiFinancial, Humana, Pfizer, United States Coast Guard, U.S. Navy, Virginia Department of Transportation, Defense Intelligence Agency, and FedEx, to name a few. Dennis' professional and graduate educational studies (at Western Michigan University) have included behavioral psychology, interpersonal communications, and facilitating the transfer of performance technology processes to others.

He is an adjunct professor at the University of Tulsa, Singapore Institute of Management (SIM), Singapore Management University (SMU) and a guest lecturer and professor to other Colleges and Universities in the United States and abroad. Mr. Mankin has been a licensed Merchant Marine Captain in the United States Coast Guard since 1986.

# DIRECTIONS: HORATIO S. EARLE LEARNING CENTER



Exit off 98A, if you're coming East or West on I-96. Head south on Lansing Road. Crowner Drive is the second traffic light after the I-96 interchange. Turn right onto Crowner Drive. (Road signs have been installed to direct you.) Stay on Crowner Drive over the bridge. Keep straight. PASS THE MDOT WAREHOUSE. Do not make any turns. The road slightly curves left taking you through the gate and into the parking area.