



**High  
Performance.**

*It ignites transformation.*

***achieved it.***

*A Fortune 500 health insurance company VP transforms employee engagement levels with precedent-setting speed and success.*



*The Achieve System™ helped me send my team's Gallup Engagement Scores through the roof in just six months."*



### POINT A

**Before the Achieve System™:** despite a long-standing and acclaimed ability to generate superior business results for the company, the VP of a high-profile team in the organization was suddenly challenged with below-average employee engagement scores as measured by the Gallup Employee Engagement Survey. The team's score fell significantly below the company average, marring what was otherwise stellar performance and signaling emerging team challenges and dynamics.



### POINT B

**After the Achieve System™:** in six months, the VP regarded her team's new Gallup scores with both excitement and astonishment. Engagement scores weren't just up, they had soared remarkably from below average to flagship levels. The change was so profound that the VP's success became a heralded role model for other departments and teams across the company.

#### **Bottom line results?**

**A transformation in a team's ability to break free from traditional barriers and create innovative solutions to long-standing problems, radically boosting employee engagement to banner levels.**

## **ROI Highlights**

The team's Gallup Employee Engagement Survey scores soared **from 3.57 to 4.11. in only six months.**

The 6-month increase was so remarkable and dramatic that Gallup itself has used the results in its own case studies.

Galvanized by these initial results, the company's leadership quickly embraced the **Achieve System™** for the executive team and across multiple divisions.

Some of the most recognized brands in the world **achieve** high performance with us.



### **A below-average score puts a top VP in unfamiliar territory.**

Reliably strong business leaders don't often miss a beat.

So it caused considerable surprise when a top-performing VP at this Fortune 100 healthcare insurance company saw her team's score on the *Gallup Employee Engagement Survey* drop to a level significantly below other groups in the company.

This VP had been extraordinarily successful for many years – often openly praised by the company's COO – and proving herself many times over as someone who “*got things done*”.

She decided this time would be no exception.

Gallup's experts generally advise that when leaders and organizations act quickly on their survey results, employees are nearly twice as likely to become more engaged. The VP was ready to bring her well-regarded “get it done” attitude to swiftly tackle this new challenge. But she didn't plan to do it alone.

### **Customizing for precise results, really fast.**

Her goal was aggressive: drive a measurable improvement in employee engagement score in just 6 months. This would be a stretch goal for certain: Gallup cautions leaders not to expect rapid results, noting that there are “no quick fixes” when it comes to human relationships.

The VP was undaunted and looked to the **Achieve System™** to help her beat the odds. The Achieve Institute's performance experts rose to the challenge by custom designing a six-month program for the under-engaged team.



*“We became a role model for the company and for Gallup, who commented that they had never seen a turnaround so dramatic in a single year.”*

## Igniting innovation for transformation.

A new momentum was generated almost immediately. A key dynamic: using the **Achieve System™** to help the team shift away from traditional mindsets and pursue new approaches.

*“What our team learned first was how to break from tradition and create new solutions to existing problems,”* the VP reported, reflecting one of the system’s core approaches – **Create, Don’t Fix.**

## Beating the odds, and then some.

Six months after implementing the **Achieve System™**, the new Gallup Employee Engagement Scores were in. It was time to measure results.

The VP had been confident that the score would rise, but even she was unprepared for the extent of the increase: a soaring leap from 3.57 to 4.11. The improvement was so noticeable over such a short time period that Gallup uses the results in its own case studies.

In less than a year, the VP’s team had jumped from the bottom to the top of the company’s Gallup scores. Perhaps even more significantly, her team had dramatically increased its ability to innovate solutions to whatever challenges they faced.

Bonus result? The VP’s overwhelming success led to the **Achieve System™** being implemented across multiple groups and divisions in the company, including the top senior executive team.



# *achieve system*<sup>TM</sup>

The *Achieve System*<sup>TM</sup> is a proprietary methodology that helps you achieve, sustain and scale high performance.

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