



CONTRIBUTION COMPASS BY SIRDAR

Are you maximising your board and your team's contribution?

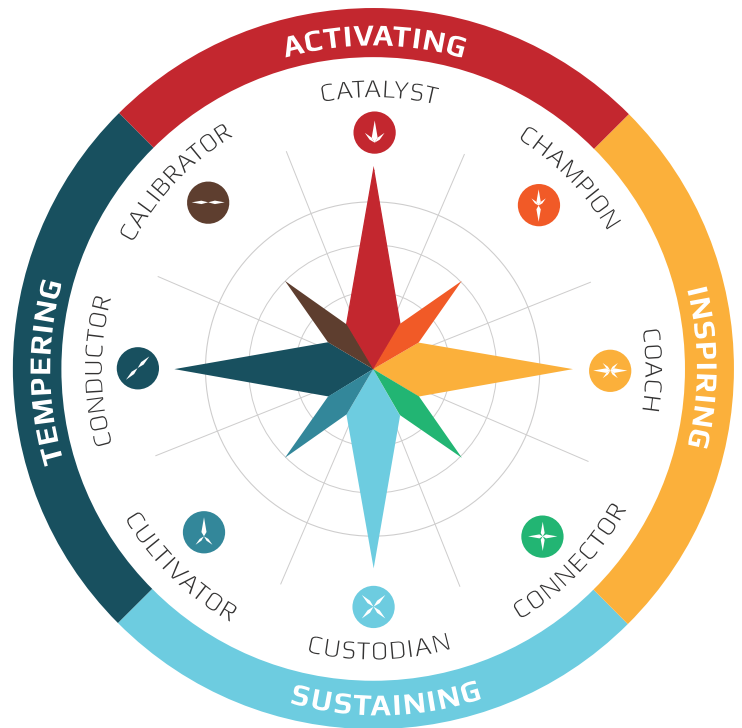
Effective results and flow are achieved when a team's natural energy is balanced. Whether around your board room table, executive group or operational team, maximising results is about maximising each individual's contribution. A company that is focused on increasing its growth opportunities should commit to consciously understanding what this means. Bring into balance the natural energy of your board, team and key functions today.

 @ContCompass

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 www.contributioncompass.com



**Discover your
profile today!**

**"Proud Accredited Contribution Compass Facilitator
and Transformational Coach."**

Ann Baret is a Contribution Compass Accredited Partner. Contact Ann Baret directly to purchase profilers and to enquire about in-house and public training opportunities.



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Maximising Contribution, Maximising Return

The **Sirdar Contribution Compass** is a profiling tool that enables you to understand both your area of maximum contribution to a team, company or organisation and how you can leverage the most value for yourself and for your organisation. You achieve this leverage simply - by investing your time in your area of maximum contribution, through what is referred to as your 'natural energy'.

Natural energy refers to the way that you naturally think and operate. Some people are naturally innovative and intuitively drive concepts, projects and activity forward, despite all odds. Other people wait for the right time to make a decision or take action based on their sense of the market, their team or their clients. Some people will always be focused on who is affected by a decision and who they can connect with, whereas others will naturally think of the process or the system first and how that should operate.

Identifying, creating and sustaining your value, which you then leverage, is the cornerstone of working effectively with your natural energy. It requires that you have a deep understanding of your natural energy and that you actively seek to utilise that energy to create, build and deliver value – for yourself and others.

When there is a balance of natural energy around a board room table, in an executive or management group, or across the operational or frontline team, there is a much more effective flow, and in turn results, for the directors, team members and the business as a whole. A company that is focused on maximising its growth opportunities should commit to consciously understanding and bringing into balance the natural energies of its board, team and key functions.

Have you, your team and your board maximised your collective contribution?

“Ironically, our parents, our teachers and now even our employers often drive us to work hard on improving the areas in which we are ‘weakest’. Imagine for a moment that we all understood that if we supported each other to focus on the areas where we create the most value - where we are the A+ student - everyone would be better off, both in our work environments and at home.”





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Unlocking the Value of Others

Maximising a company's growth potential, and its contribution to society, occurs in an environment where a team of loyal and supportive people with the appropriate energies and skills collaborate to achieve the business' purpose. This tool aims to provide you with focus on how to maximise your own application of skills, expertise and time and how best to play your most valuable role in a team. Furthermore, this tool supports a board, executive committee or team to maximise its collective contribution and therefore maximise financial and non-financial return.

The Contribution Compass Profiler

In the Sirdar Contribution Compass there are four natural energies that combine in varying degrees for every person, thereby providing a unique profile that highlights how that person is likely to contribute the greatest value.

For example, if the executive directors are what we call 'Activating' profiles, being innovators and ground-breakers, in a critical moment they will create new ideas and solutions, sometimes creating new problems to which they then have to find solutions. Adding more of the same will result in a multitude of new projects being started and not finished. Bringing in grounded 'Sustaining' profiles will balance out this high-action dynamic and attune the business to more appropriate cycles and timing, ultimately enabling it to build a much stronger, long-term, sustainable enterprise. An 'Inspiring' profile will inherently understand the needs of the team and external stakeholders and actively engage with them, which balances a 'Tempering' profile that is analytical and data-driven.


There are eight Contribution Compass profiles. Your personal profile is determined through a 24 question survey that asks you to rank how you would naturally respond in specific work-context situations. The profiler asks thought-provoking and self-reflection questions, which in themselves create value through awareness. Once the questionnaire has been submitted, you will be able to access your results and a detailed report to support the effective use of your profile.


Activating Your Team

As a Business Profile user, you have the ability to link your team to your company account so that you can easily access and view the profile results of your team, associates and potential recruits. Through this platform you can issue your own tokens to access the profiler and manage your users. There is also a Business License option available should you wish to have unlimited access to the profiler for a set time period.


R995 per Profile (including VAT)

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