

High performance is not a theory; it's a practice



MISSION
excellence
CUTTING THROUGH THE NOISE



Our vision: To be the first choice partner for organisations genuinely committed to high performance.

We both consult and develop, leaving clients upskilled for sustainable performance improvement. We bring clarity, energy, passion, expertise, the highest standards, a challenge to conventional thinking and hard-won experience to every client programme.

Who

Whilst we seek to constantly improve our best practice by absorbing the latest thinking from any relevant field, we are **not academics or trainers** by profession; we are **operators** with **personal experience of what works and what doesn't**.

We are a team of experienced professionals who have learnt about the key performance practices of **direction setting, delivery and leadership** in the **most demanding of high-performance environments**.

Mission Excellence was founded in 2003 by Justin Hughes, a former **Red Arrows** pilot, and the team now includes:

- Several former fighter pilots
- A 'Big 4' consultant and an investment banking VP
- 2 OBEs awarded for leadership
- A qualified psychologist
- MAs in Organisational and Leadership Development, Human Factors, 2 MBAs from top global business schools and a PhD and expert on safety management systems

We will partner with you, challenge you and support you, and together we will deliver outcomes

What

Understanding what you want to achieve is, in principle, easy. Achieving it is anything but. Teams and organisations are expected to deliver outcomes, faced with ambiguity and armed with only imperfect information, under time and commercial pressure, whilst directing, managing and leading people on complicated tasks in large complex organisations. Mission Excellence offers an integrated suite of programmes to help address these challenges.



BUILDING HIGH-PERFORMANCE TEAMS AND ORGANISATIONS



CONSULTING

Bespoke and applied interventions

Through our consulting offering, we solve problems. Applied programmes include:

- Senior team effectiveness
- Red teaming
- Executive coaching

DEVELOPING

Upskill for sustainable performance improvement



TEAMBUILDING

High-impact standalone seminars



Our High-Performance Teams Seminar is the best-in-class teambuilding intervention for any scale of conference or management meeting

HIGH-RELIABILITY PROGRAMMES:

- Leadership in high-reliability environments (2-day)
- Building the high-reliability organisation (2-day)
- Human factors (2-day)
- Seminars for management meetings (0.5-day)

HIGH-PERFORMANCE PROGRAMMES:

- Building the hi-perf ORGANISATION (10-day modular)
- Building the hi-perf TEAM (6-day modular)
- Developing the hi-perf INDIVIDUAL (3-day)
- Continuous Improvement (1- to 2-day)

'We have done leadership interventions before, but the Mission Excellence team was in a class of its own.'

CEO, Commercial Bank of Qatar

Philosophy

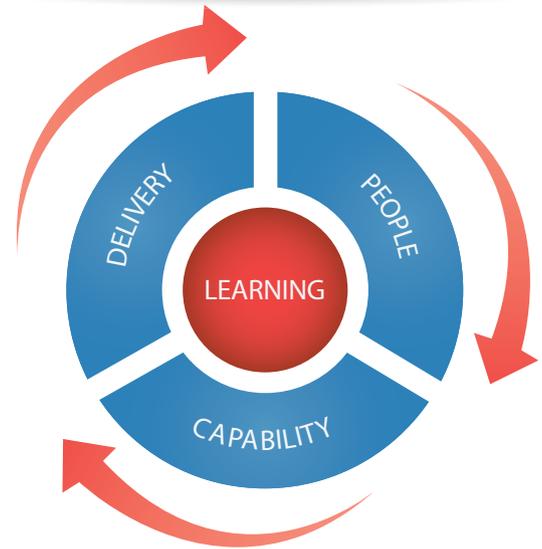
Our methodologies and approach are empirical, based on extensive hard-won personal experience of high-performance environments; they work. We have also spent over 10 years learning from our own clients. The outputs are clear, simple tools and techniques that can be applied immediately. Our high-performance teams model is shown here:

- **People:** the primacy of attitude over skills
- **Capability:** building alignment before setting people free
- **Delivery:** a process to close the gap between desired and actual outcomes
- **Learning:** how to accelerate performance in real time

'By working with Mission Excellence, the change has embedded and had a huge impact; the organisation is unrecognisable in terms of its energy, focus and accountability from where it was before'

Deputy CEO, Staffs County Council

HIGH-PERFORMANCE MODEL



'We are, by any measure, difficult to impress. Let me make it clear that Mission Excellence impressed us... the 'plan-brief-execute-debrief' thinking has infiltrated our culture'

Director of Sales, 3M



Keynote speakers

We also provide high-impact keynote speakers for management meetings and conferences. Topics include high-performance teams, decision-making, risk and safety culture, and leadership.

For more details see:

www.missionexcellence.com/what/speaking



'Mission Excellence's work helped us to build a really engaged management community that began to truly understand the value of teamwork and communication which helped to drive double digit growth year on year.'

Microsoft

Partner with Mission Excellence
and you'll be in good company

Our clients come from Europe, North America, the Middle and Far East and Africa. We have extensive experience of non-native English speaking and multicultural delegate groups.

A sample of our client list includes:

Commercial

3M
Accenture
BP
BSkyB
Coca Cola
GlaxoSmithKline
Lockheed Martin
Mars
Microsoft
Procter & Gamble

NATO
National Audit Office
Oxford University
UK National Health Service

Professional Sport

British Cycling
Formula 1 Team
League Managers Association
Rugby Football Union

Other Sectors

Cancer Research UK
HR Sports Academy
Humanutopia

Public Sector & Academic

Bank of England
London Business School

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For insights and updates, follow us:

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