

A . E . B . for PERFORMANCE DISCUSSIONS



ARTIFICIAL EXPERIENCE BUILDING (A.E.B.)- BATTLEFIELD TESTED

Artificial Experience Building was pioneered by the US Military as a method of training commanders to make decisions on the battlefield by using elaborate simulations. The aim of the simulation was to build the personal "database" of experience of commanders before they got into actual battle situations.

absolute-North has adapted this method for corporations and has used it with multinationals around the globe. We have worked with people from a wide spectrum of cultures, ages and experience.

THE TOP TWO REASONS WHY MANAGERS DON'T LIKE DOING PERFORMANCE REVIEWS: 1. DON'T KNOW HOW AND 2. AFRAID THE PERSON WILL GET UPSET

Performance reviews are essential for the growth of the company and the well-being of its employees, but many managers remain uncomfortable with the process: they don't know how to properly conduct the review, or they are afraid of their subordinate's reactions. In turn, employees often fail to see the value in performance appraisals, especially if the process focuses on filling in forms rather than a dialogue about their professional development. Poorly done performance reviews heavily demotivate your staff and put your company at risk of losing its best talent.



GIVE THEM NOT ONLY THE TOOLS BUT ALSO THE EXPERIENCE TO DO THE JOB RIGHT

Theoretical training alone cannot prepare your managers to handle the challenges that arise during performance reviews. Artificial Experience Building is a powerful method that trains managers to give better feedback, set clear goals, and discuss incentives in a constructive manner.

We create a "safe laboratory" environment where participants engage in real-to-life performance discussions and receive individual coaching and feedback. This builds confidence, improves communication, and creates an atmosphere where subordinates feel supported. We help your company to use performance reviews to boost productivity, increase morale and drive better business results.

CONTACT US

absolute-North has a number of programs that can be tailored to your business and to your people. We work with your HR team and with your management team to identify the needs of your organization and your people and tailor our programs for better results. Our services are available in several languages including Finnish, English, Swedish, Russian and Chinese. Other languages available on request. Call us today and schedule a meeting and we will show you the difference that is *absolute-North*.

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