

PERFORMIA®

Never make
the wrong hiring
decision again!

PERFORMIA



With Performia personnel evaluation

*Know exactly how to hire new staff,
and keep and manage your existing team.*

*A must for business owners
and those who manage people.*

IF FIRST IMPRESSIONS WERE RELIABLE - HIRING WOULD BE SIMPLE

Performia has a new and unique system that gives you the exact tools to evaluate people. It takes the guesswork out of hiring and makes your decision simple.

Here are four typical examples of what you could face when you hire new staff.



Seems very nice – and has great references.

This is Linda. People like her immediately and she gives a great first impression. She has not only pleased her past employers but also exceeded their expectations. She has just moved to a new city and is looking for a job.

Would you trust the great first impression?

After the Performia training: Absolutely YES!



Seems not so nice – but is highly educated.

This is Sabrina. She wants a high-flying job and can't understand why she keeps having trouble finding one, despite her qualifications. She is dissatisfied and blames her bad luck on incompetent managers and people who don't understand her.

You would probably be doubtful but after the Performia training you would say NO with certainty.



Looks doubtful – however he has an impressive record.

John is a person who doesn't like to 'big-note' himself. He is a "head down, bum up" type of guy. He is such a great worker he has never had to look for work before now. However the company he used to work for has just been sold and now he wants a new challenge. Job interviews make him nervous and uncomfortable.

Would you hire him? – After the Performia training definitely YES!



Looks great in the interview – seem unnecessary to check his credentials.

Daniel is very outspoken and can really 'sell' himself. He seems very charming but criticises his past employer and associates. Nevertheless, he is friendly, smiles a lot and says all the right things about the position for which he is being interviewed. He seems to be exactly what you are looking for.

Would you employ him? – After the Performia training: NO WAY!

NEVER MAKE THE WRONG HIRING DECISION AGAIN!

Know exactly how to hire the right staff, and manage your existing team

- Are you spending a lot of time and effort hiring staff and not getting the result you expected?
- Do you feel you spend too much money with recruiting companies with little result?
- Are your job advertisements not getting good applicants?
- Can you be certain, when you sift through resumes, which are the ones that will be good? The ones that will be OK? The ones that may cause some trouble for you and your organisation?
- Are you so desperate to fill positions that you just hire the first person who walks through the door?
- Are you offering more money and better conditions in an attempt to get better staff?
- Do you employ someone who works out to be really good but leaves soon afterwards?

Your organisation is not a testing ground for discovering how people will work out. You need to know beforehand.

A good hiring decision can make your time at work much more pleasurable, and increase results. A poor staff member can lower the organisation's results and create much more work for the rest of the team.

Knowing how to attract, hire and retain the right staff is not a matter of paying lots of money for advertising, offering big salary packages or making life "easy" for your staff.

The answer lies in having knowledge you can easily apply, that has achieved results in organisations all over the world.

"I understand more about people, what makes them tick and their real value to my business. I can also help people in our business improve their abilities so that they are more productive. This seminar has given us the tool and know-how to expand our business at a rapid rate never before witnessed in our industry. "

Tony Melvin, Author of Australia's No. 1 Business Book and Executive Director of Chan & Naylor Accountants, now the fastest growing accounting firm in Australia.

Receive the information you need to achieve the results you have always wanted when hiring and managing your personnel.

This is a hands-on, seminar experience that will provide you with :

- Techniques to attract results-driven candidates.
- Tools to precisely and quickly spot the best candidates.
- Prediction on how the candidates will operate and perform in your business.
- Knowledge on how groups operate and why production may not be so high and the exact steps to increase it.

No matter how you do your staff hiring or managing now,
you can achieve a whole new level!



TRAINING OVERVIEW

Our purpose is to help companies become more successful in their hiring through more knowledge and better systems.

The result of the training is that you will become an expert in recruitment and personnel evaluation.

Some of the topics covered include:

- Why evaluation of staff is so important.
- The cost of having the wrong staff.
- The hiring process.
- The whole hiring flow.
- The tools to take 90% of the time out of the hiring cycle.
- How to advertise to get the best candidates.
- How to do a “production interview”.
- The 4 parts of hiring: production, personality, motivation and knowledge.
- Knowledge vs. understanding and why knowledge doesn't equal education.
- The professional candidate - don't be fooled.
- How to match personality to job position.
- How to determine each employee's expected result and why checking production is so important.
- What is personality?
- How to evaluate personality in relation to employment.
- The mechanics of the social veneer.
- Who is best to handle your hiring.
- Reference checking – the exact questions to ask and why.
- The exact steps to raise productivity.
- The anatomy of games and how these relate to hiring and running staff.
- Spotting and handling the individual that lowers the group's productivity.
- How to train your team.

“Fantastic 5 Days!...So easy to listen to as everything makes sense. Totally reinforced all what I have learnt to date in these areas. I will be able to go forward with our company knowing that many procedures we are using and following are working well and we can continue to improve and create.

Stephen Hansen, Perth. CEO, Chooks Fresh & Tasty.

Ranked in this years BRW fastest growing franchise list.

“Wow! If only I knew this 7 years ago when we first started our business!

We have managed to employ every single person who had a destructive personality. I know I can now look forward to getting the right staff for the right jobs and just totally pass on the wrong candidates.”

Helen Mac Donald, Melbourne. Owner Flash Window Cleaning.



TRAINING PRESENTATION

GARETH JEKEL – CEO Performia Australia.

Gareth Jekel is an experienced business consultant who has started and built his own large businesses. He was awarded Young Australian of the year in 1996 for his business that he built to \$20 million turnover, 150 staff, all by the age of 26. Performia internationally is in 23 countries and has some of the largest companies in the world as its clients. Performia's services are aiding all sorts of businesses and business owners from 1 to 100,000 staff. Gareth has achieved amazing results for the business owners and managers he has trained and consulted.

"After the first year of using Performia we increased our number of staff from 97 to 124. Besides this increase of approximately 25% in staff members, all the main company indexes, such as turnover, Gross Income, and Profit were also increased by over 100%"
Gerald Masters, Manufacturing

Opening to the recent Taipei Training Seminar

"We are going to spend quite some time together now and it's going to be exciting because we have quite a lot of things to go over.

"The purpose of this seminar is to teach a person to become knowledgeable in the area of Personnel Evaluation. To be able to hire people or connect up with people who will be easy to work with.

"Because I think you could agree that if you had any problems in life, it is probably not so much concerning copy machines or food, but rather people. If you ever got disappointed, there was probably some person involved. And if you ever want to build a company or help someone else build a company, if you know how to attract and select the right people, your life will be a lot more fun and profitable. So, that's the purpose, you should be an expert on this, you should know exactly how to evaluate. And

as you understand, there is a lot you need to know about this. There is a lot of data but the good thing is, the better you know it the simpler it gets. It doesn't get more and more complicated; it actually gets more and more simple. But to get to that simplicity, you need to understand a lot of things. That's why we cannot do this training in one or two days."



This has been the most informative and essential seminar that I have ever attended. The information I received will be invaluable for the rest of my life.
Tracey Tooman, Auckland.
Manager
Onehunga Community Centre.

RESULT OF THE PERFORMIA TRAINING

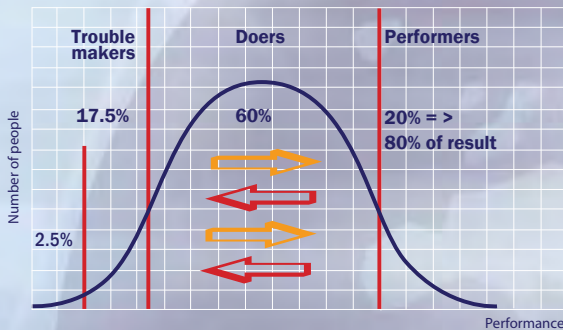
DOER:

A person who is generally willing to help, willing to learn and willing to work and follow instructions to get things done.

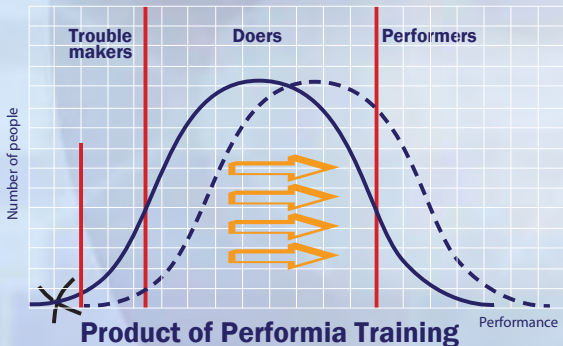
PERFORMER:

A person, who is delivering expected results from his/her area of responsibility by being able to confront any situation that needs to be handled without the need for any external pressure, advice or orders.

CATEGORIES OF WORKERS



CATEGORIES OF WORKERS



With Performia Training you will rid your company of destructive staff, reduce the quantity of troublemakers, get a higher standard of "Doers" and increase the number of "Performers".

As a result your business will do better.

The success of a business is built on its people.

EVALUATION TECHNOLOGY

Our evaluation technology is based on the works of L. Ron Hubbard. His research resulted in a wealth of useful tools for leaders and managers and amongst them, a technology by which one can accurately predict and understand human behaviour.

Visit www.performia.info to discover more about the success of Performia products.

Hubbard® management technology is used by more than 180,000 businesses globally which makes it the world's most widely used management system.

In Australia, until now, this has not been widely available.

Performia Australia Training Registration Form

Sydney | Venue: Australian Institute of Management,
215 Pacific Highway N. Sydney, NSW 2060
Dates: Friday 3rd to Tuesday 7th August 2007

Perth | Venue: FUTURESHERE,
Queenslea Drive, Claremont, W.A. 6010
Dates: Friday 21st to Tuesday 28th August 2007

Register now; Call 1 800 603 023

Copy and fax this form to 1 800 603 932. Or go on line at www.performia.net.au/registration

Copy and mail to PO Box 59, Chadstone Centre 3148.

Delegate details (Please complete for each delegate attending.)

Name: _____ Job Title: _____

Company: _____ No. Employees _____

Address: _____ P/code: _____

Email: _____

Phone: _____ Today's date _____

Cost: _____

\$4,990 incl GST if paid two weeks prior to the Seminar. \$5,800 inc GST. Fee includes seminar, materials, full catering and parking. Group discounts apply, please call for details.

Payment details

1. My cheque for \$ _____ is enclosed (payable to Performia Australia.)

2. Bank Transfer - Account Name: Performia Australia BSB: 113-879 Account No: 067-753-251

3. Please debit my: Visa MasterCard Bankcard AMEX

Expiry date: __ / __ / __ For the amount of: _____

Card No: _____ / _____ / _____ / _____

Cardholder Name: _____

Signature: _____ Date: __ / __ / __

Registration form will be processed on receipt of payment.

Tax receipts will be issued with confirmation. If you have any queries about your registration, please contact Performia on 1 800 603 023

Privacy Policy: Performia Australia has a Privacy Policy to ensure that it handles private information about individuals responsibly. The Privacy Policy may be amended from time to time. Performia Australia collects, receives, maintains and handles information of a personal nature concerning its various publics in accordance with the requirements of the ten National Privacy Principles in the Commonwealth Privacy Amendment (Private Sector) Act 2000.

Cancellation Policy : If you are no longer able to undertake the course/s a substitute participant may take your place. However, if you wish to cancel your registration, a full refund, minus a \$330 (inc GST) service fee, per course, will be given provided you have notified us in writing, by email, letter or fax, at least 7 days before the start of the course. No refund is available for cancellations under 7 days. ACN 71 055 760 268. *Venue subject to change depending on participants and availability.

Thank you, we wish you success at this seminar,

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