Creating Exceptional Performance
Federal employees are facing increased pressures to perform, while at the same time experiencing budget turmoil and frustration.

In this environment, how can you support the people in your organization to perform at their best and deliver what is needed for the American people?

How do you move your organization from an environment of malaise to a culture where people are energized to deliver results regardless of the circumstances?

Why we are different:
Gap International is a global management consulting company that partners with federal executives in producing extraordinary performance. We offer products and services that provide a systematic, disciplined approach to sustaining that kind of performance over time. We equip leaders with the organizational insight, the strategic framework, and the leadership competencies to effectively lead at exceptional levels.
Our approach to consulting is unique, and our partnerships deliver the following:

- Organizations create and achieve clear, measurable results that ensure the accomplishment of Departmental/Agency mandates.
- Executives create cohesive teams across organizational boundaries, bringing the alignment necessary to achieve success.
- Executives experience permanent growth in their leadership capabilities and shift their organizational climates by transferring learned skills into everyday work life.
- Organizations produce exceptional and sustainable performance

**WHY FEDERAL EXECUTIVES PARTNER WITH US**

We don’t give you the answers
We teach you how to ask the questions to discover your own answers

We don’t study a problem and issue a report
We work with you to solve problems

We don’t do incremental change
We partner with you to cause a fundamental change in the way your organization works

We don’t tell you what actions to take
We help you become the change agent in your organization
Through our work with public and private sector organizations over the last 30 years, we have discovered three principles that are fundamental to creating extraordinary performance – no matter the type of organization.

1. Transformation of Leaders and Leadership Teams
   Leaders and teams transform themselves as a critical pathway for delivering extraordinary results for their organizations.

2. Alteration of Organizational Mindset
   Producing extraordinary results requires a mindset shift – a shift in the fundamental way people think.

3. Intense Focus on Outcomes
   Reframing the focus from tasks or activities to be performed to quantifiable outcomes to be produced.
THE PERFORMANCE DIAGNOSTIC™:
This diagnostic is an essential measurement tool designed for leaders to continuously increase team and organizational performance. It gives leaders a line of sight into the capacity of their organization to execute strategy and produce exceptional results. Improvements in diagnostic scores are positively related to improvements in organizational performance.

BREAKTHROUGH INTENSIVE COURSE (Three Days):
This course instills the possibility and the practice of breakthrough thinking, and provides the fundamental tools to invent new possibilities and produce extraordinary results. For organizations, it creates flexibility and receptiveness in implementing breakthrough initiatives. It brings people together around the vision and lays the groundwork for organizational alignment, teamwork, cross-functional collaboration, and an intense focus on producing outcomes.

EXECUTIVE CHALLENGE COURSE (Nine Full-Day Sessions over a year):
In nine months, executives produce a significant and measurable breakthrough in their agencies’ performance and transform themselves as leaders in the process. They start by creating specific breakthrough organizational outcomes; then working in close partnership with the other executives and course leaders, they open up new pathways for leadership growth and organizational progress, and develop innovative approaches to resolve agency challenges. The end product is both a measurable and demonstrable return on their investment as well as significant, visible leadership growth. Through the unique course delivery approach the skills learned in this course are immediately transferred into the workplace.
A SYSTEMATIC APPROACH
TO BREAKTHROUGH

BREAKTHROUGH STRATEGY:
• Senior executives develop a holistic strategy designed to deliver exceptional organizational performance. With a thorough examination of the organization in its current state, executives demystify the reasons why the organization operates the way it does - its practices, rituals, and beliefs. They gain a new level of clarity and freedom to invent the future without the limitations of the past and present. They also become equipped to align the workforce around their vision.

CONFERENCE DESIGN & EXECUTION:
• Federal Executives partner with Gap International to design and deliver conferences that produce a state change in their organizations – a sustainable shift in people’s thinking and actions. Together, we create organizational transformations that align people with the leaders and the strategy, and produces sustainable actions and results.

CUSTOMIZED SERVICES:
• Gap International also provides an unlimited number of customized consulting, team alignment, organizational assessment, strategy, and leadership development services that are designed jointly with our clients.
WHO WE ARE

Founded by CEO Pontish Yeramyan in 1978, Gap International is a management consulting company and federal contractor on the GSA MOBIS schedule. For over three decades, we have worked with FORTUNE 500, Global 1000 corporations, and U.S. Government agencies – enabling leaders, teams, and organizations to operate at the highest levels of performance.

U.S. GOVERNMENT CLIENT LIST:

• U.S. Department of Defense
  -Office of the Secretary of Defense
  -U.S. Department of the Army
  -U.S. Department of the Navy
  -Employer Support of the Guard & Reserve

• U.S. Department of Homeland Security
  -Immigration and Customs Enforcement

• U.S. Department of Interior
  -National Park Service
  -Bureau of Indian Affairs

• U.S. Environmental Protection Agency

• U.S. Office of Personnel Management
  -Federal Executive Institute

GSA MOBIS Schedule
GS-10F-009