

Ways of Working

Building High-Performance Teams

Program overview

JBL High Performance



ELEVATE YOUR TEAM'S PERFORMANCE— WHERE AND WHEN IT MATTERS MOST

"WoW transforms teams operating in high-pressure environments and during transformation programs.

Every team has unique needs and so WoW is custom built for you from over 40 performance factors so it delivers exactly what is required.

Using a unique High Performance™ methodology, we transform how your team works together—building trust, strengthening alignment, and creating a shared clarity and purpose that drives results within your daily workflow.

With over 20 years of experience developing high-performing teams, we don't just teach theory—we integrate learning directly into your team's day-to-day, minimizing disruption while maximizing results."

Contact: operations@jimmyburroughes.com

TRANSFORMING TEAMS CHALLENGED BY ONE OR MORE OF:



Too many priorities - BAU vs project / transformation



Team formation, post restructure engagement or team integrations



Silos, cliques or low trust preventing collaboration



High turnover or low engagement



Burnout risk from operational tempo, or unclear roles and responsibilities

ABOUT JBL HIGH PERFORMANCE

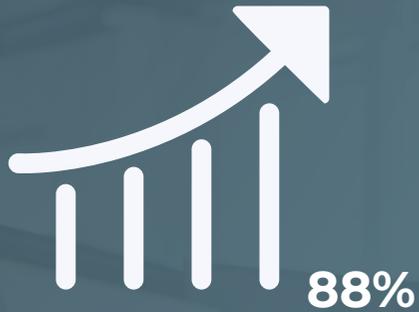


Proven Solutions: At JBL, we cut through the chaos with a streamlined approach to team development. Using insights from thousands of successful interactions, we provide you with a clear, structured path to a high performance team, eliminating the frustration of trying to do it all by working harder.

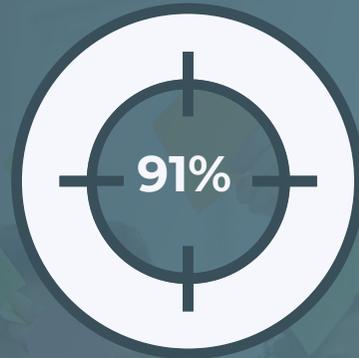
Unique Expertise: We bring together military precision and innovative corporate strategies from elite fields—like the British Army, the airline industry and Formula 1—designed to help you break through the noise, eliminate inefficiencies, and get your team back on track.

Next-Level Human Development: If burnout, disengagement, and underperformance are draining your team, our approach targets what's keeping your team stuck. We're not just offering solutions—we're the blueprint to overcoming modern leadership frustrations.

TEAM BENEFITS YOU CAN UNLOCK



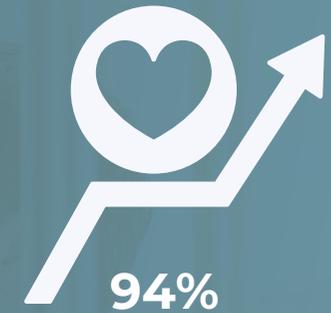
report significant **improvements in team performance**



Understanding and Alignment on **Team Purpose & Priorities**



Improved **trust and communication**



Improved **engagement** and wellbeing at work - **reducing burnout**



Regained Manager/leader time to **focus** on higher priority tasks



Increased productivity



Less likely to resign



Would recommend WoW to others

CASE STUDY **sky**CITY

Our goal with the WoW Program was to **elevate our team's development**. We focused on creating sustainability, not only to **prevent leader burnout** but also to equip them with tools for establishing clear succession pathways.

The structured activities and frameworks introduced by JBL helped us solidify our goals around key areas like **collaboration, productivity, and effective communication**.

Two aspects of the program stood out: the emphasis on defining a clear and communicable purpose for our teams, and the **practical, actionable strategies** that were directly applicable within our daily operations.

This approach fostered **an incredible boost in collaboration and connectivity**, moving us forward as a unified collective.

This program isn't just about development; it's about **transforming organizational culture** and driving real change through structured, impactful actions tailored to our specific needs."



Karina Nathan - Group Diversity,
Equity & Inclusion Lead

HIGHLIGHTS:

1

More Unified Team

2

Strategic Burnout
Prevention

3

Immediate Actionable
Outcomes

4

Executive Engagement

A UNIQUE APPROACH TO BUILDING HIGH PERFORMANCE

4C High Performance Formula

Too many programs focus on teaching content, thinking it will improve performance. We know there is plenty of free content on the internet yet the evidence shows it shift performance alone.

The key to the success of "Ways of Working" is our unique 4C High Performance Formula™ combined with over 40 high performance factors to build a custom team experience.

Learning isn't confined to workshops, it happens in the flow of work where performance matters most, building insights and results in real time, into daily operations.

CONCEPT



Understand the high performance idea & benefits

01

CONTENT



Learn the best methods or frameworks to achieve success

02

CONTEXT



Put it into practice in your work environment

03

CONNECT



Share wisdom with others to accelerate learning

04

WHAT OUR CLIENTS SAY

“

Very well run!

Thank you for the well run and team building sessions – very insightful. The team has commented a few times on how much they learned and took away from the meetings



Angela Geraghty,
Financial Controller
Americas

“

A fantastic experience!

It was a fantastic experience and Jimmy was brilliant. All of my managers attended this, and all got a lot out of it and found it very valuable.



Andy Crisafi - GM
Gaming Machines

“

Really Engaging!

Many thanks for an excellent program, great facilitation, smooth technology and really engaging.



Rachael Regan
Patterson, GMHR

3 MODULES, 6 MONTHS... FAR MORE THAN A PROGRAM

3 HIGHLY EXPERIENTIAL MODULES



ALIGN

Align the team, eliminate ambiguity, and establish a level playing field for high performance.



ACCELERATE

Build skills and strategies to boost team performance through measurable improvements in clarity, trust, and alignment.



SUSTAIN

Sustain growth beyond the program, with tools and insights for continued momentum.

EACH MODULE CONTAINS:

Group Learning Labs/Workshops

Team-led "get it done" sessions

Connect and Reflect sessions

Online Community and Accountability

TRACK AND MEASURE:

Pre & post program assessments

Reflections Captured & Shared

AI Mentor support

Capstone Projects & Presentations

CASE STUDY



JBL and I partnered on the development of our High-Performance Teams toolkit for our organization of 20,000 employees.

Jimmy offered thought leadership in the creation of content based on the latest research and his own IP. This allowed me to find clarity and calmness so I could focus on what mattered.

It took no time at all for Jimmy and I to strike up a great relationship, execute the work and have fun whilst doing it. We then rolled out a **train the trainer** version of HPT together which showed Jimmy's ability to **create communities of high performance** teams and maximise impact,

I believe this is a testament to Jimmy's personality, demeanour, and **customer-centric approach**. I wouldn't hesitate to partner with Jimmy in the future.



Guy Askew, Senior Culture Partner
Fonterra

HIGHLIGHTS:

1

Customized High-Performance Strategies

2

Expert Facilitation and Coaching

3

Engaging Community Creation

4

Reliable and Effective Collaboration

3 PROGRAM OPTIONS STARTING FROM JUST \$12,995*:

WoW LITE

For small teams or
Not For Profits

Complete WoW program for up to 10 participants including 3 modules, plus all pre and post-program elements and support.

Virtual or In-Person Delivery

6 months access to program recordings and artifacts

Bonus Learners Kit including extra books, Worksheets, PDFs and Podcasts

WoW

Everything in
WoW Lite Plus

Complete WoW program for up to 25 participants incl multiple teams in one session

1 Leader Coaching pod

1 hour Executive Coaching session for Prog Sponsor

6 months Aiden AI Mentor Subscription Included for up to 25 users

Lifetime Access to WoW Community and Resource Library Post-Program

WoW MAX

Everything in WoW
Plus

Multiple facilitators for up to 99 participants per session

Creation of bespoke content or integration of your IP into sessions

3 x Leader Group-Coaching Pods

3 hours Executive Coaching for Program Sponsor

*Payment options available

REINFORCING WOW COACHING CULTURE WITH AIDEN

Aiden delivers personalized, real-time guidance to solve team challenges fast, all through a simple chat interface.

Backed by over 3 million data points and thousands of leadership insights, Aiden offers proven strategies to keep your team on track.

Get immediate solutions to boost performance and overcome challenges, available instantly for all WoW members*

Here's what makes Aiden unique:



**24/7
Accessibility**



**Personalized
Support**



Cost-Effective



**Multilingual
Support:**



**Privacy and
Security:**

YOUR NO RISK ALIGNMENT GUARANTEE

Investing in high-performance team development is a big decision, and you might wonder, "Will this really work for my team?"

We are so confident in the transformative power of the WoW Program.

That's why we offer a No-Risk Alignment Guarantee.

How It Works:

- If the first module doesn't meet your expectations, there's no further commitment required. You keep all the resources and insights — with no further charges, with no strings attached.



PROUD TO HAVE SUPPORTED:

