



Benefits of Using Birkman Signature and HPT Products Together

Some of our customers have asked, “What are the benefits to using reports from your Professional or Premier packages along with your High Performing Teams (HPT) product?” The two products are extremely complementary with one another and one product can broaden and deepen the benefits of the other.

We have summarized what we believe to be the most important benefits. Feel free to reach out to your sales person or account manager to learn more about both products.

- ♦ HPT explores concepts that help teams be as effective as they can, and it helps the individual understand themselves in the context of that team. The Birkman Signature helps each member of the team understand their own perceptions and their individual contributions to the team dynamic. It helps to further cement the team concepts by relating them to each team member individually.
- ♦ Even though a team can be effective, it's still comprised of people, and those people have relationships beyond the one-to-many relationship of their team. Two people on *the same team* can both be good team members, but struggle in their one-on-one dynamics. The Birkman Signature can help these team members with more robust measurements and more precise language to help them understand themselves and others better.
- ♦ The Birkman Signature and supplemental reports can be used in many different applications. Developing high potential employees, leadership development, interpersonal dynamics and conflict management—the Birkman Signature helps create a shared language throughout the company so these conversations are productive and effective.
- ♦ Our Premier and Professional packages give you access to over 30 reports, so you can work your way through the program incrementally over time. No need to rush to get through everything. It's pretty thorough and our clients find it highly valuable, so you're going to want to take your time and be intentional with how you implement it.
- ♦ Implementing Birkman is most effective when more people participate, and the Premier/Professional packages give the organization access to the information for as long as you're an active client. Five years from now, when your people have grown and moved around, you'll have different team dynamics—but you'll still have access to the Birkman Signature data and component reports for your employees. No matter how your organization evolves, you'll still be able to rely on the Birkman.