

Performance Accelerator

Designed specifically for executives at second-stage companies, this retreat gives participants a greater understanding of the challenges their company faces in this phase of growth and how to manage them — including tensions they may encounter with the founder. Discussions emphasize the role of executive orientation, the importance of information flow, industry impact on profitability, productive outcomes gained from managing conflict, and understanding group dynamics within the organization.



Participant feedback

“Going over the unique challenges and opportunities for second-stage companies was really helpful, as was learning about the mindset of an entrepreneur — what motivates them, how they think about things and how it affects the rest of the company. I got a much better understanding overall of my role in the organization and how that might change over time. I also got a better idea of how to help our founder become more of a delegator.”

“Other takeaways revolved around temperament and team building. Dino was a great facilitator. He didn't try to give us all the answers but rather he presented information and let us talk about what those answers might be.”

— Jeff Pompiano, project manager at GravityWorks in Lansing, Michigan

“I've attended two Performance Accelerator programs, and they were both extremely valuable. The first time I came away knowing how to move our business forward — and the second time I came away knowing what to do to make our management team more successful.”

“There's a lot of camaraderie at the retreats. I love the different modes of teaching and the fact that it's so interactive. Perhaps the most valuable part of the program is understanding the lifecycle of a second-stage business. It will literally change how you think about your company — and its owners.”

— Ken Elliott, vice president at Double O Supply & Craftsmen Inc. in Byron Center, Michigan

What you'll learn

- How industry forces can impact your company's ability to achieve profitable growth.
- The role that temperament plays in job performance, and how people react differently to change.
- The difference between destructive and constructive conflict.
- The significance of internal analysis, including how to align your responsibilities with the CEO's overall vision.

Why it matters

- By learning to create healthy conflict, managers help employees make better decisions, be more productive and avoid dysfunctional silos.
- Understanding temperament helps you manage employees better and slot them in positions that play to their strengths.
- Learning how different individuals respond to change will help you keep employees motivated as your company moves through various transitions of growth.
- Being savvy about industry forces enables you to recognize why your company may be experiencing turbulence and how to compete more effectively.