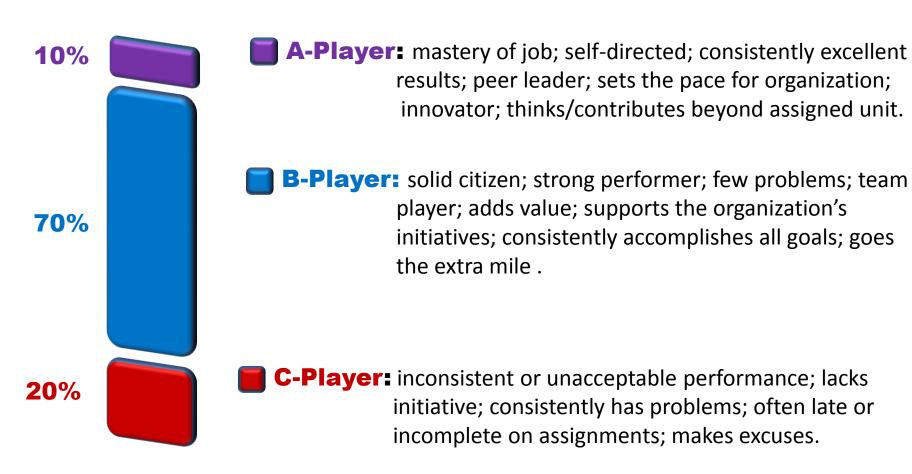
## Topgrading: Helping People and Organizations Become Peak Performers





## The Classic Topgrading Model

**Objective:** to fill every position in an organization with an A player (at the appropriate compensation level) by hiring A-players, developing B players into A players and developing C players into B players or into a different career path.



## **How BMG Helps Organizations Topgrade**

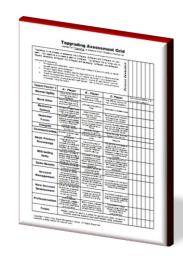
Benchmark the Position by position current practices modeling with new and ID A-B-C levels A-B-C standards. by position. **Build Ideal** Assess the Models **Organization** Assure **Implement Long-Term** Solutions Success Develop the gap Follow-up training and & Milestone programs to drive Measurement progress.

## **Key Topgrading Tools**

- Customized Topgrading Grids
  - Developed for all positions where topgrading is desired.
  - Enables ongoing self-administration to assure uplift of performance in topgraded positions.



- Organizational plans to drive stakeholder value.
- Individual plans to drive individual growth and development.
- Bestselling Topgrading Books
  - Educate leadership and the organization on key topgrading principles.
  - Formal and informal approaches.





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