

Powerhouse by Brian MacNeice and James Bowen is out in October 2016, published by **Kogan Page** priced £14.99.

For more information see theperformancepowerhouse.com

ABOUT THE AUTHOR

Brian MacNeice is an expert in high performance organisations, regularly speaking on the topic, as well as running workshops for business leaders and organisations. As co-founder and Managing Director of **Kotinos Partners**, Brian has advised many blue chip companies, helping CEOs and leadership teams to deliver sustained high performance.

James Bowen is an expert in strategy and organisational design. Over the last 20 years, James has worked with executive teams of blue chip companies on a range of engagements with the achievement of step-change performance improvement as their common goal. James is also co-founder and Managing Director of Dublin-based consultancy, **Kotinos Partners**.

**NEW
BOOK**

What can businesses learn from US Marines, New Zealand All Blacks, Finnish school teachers and other global performance-leading institutions?

NEW BOOK REVEALS THE INSIDE STORY OF HOW 12 POWERHOUSE ORGANISATIONS ACROSS SPORT, ARTS, EDUCATION, MEDICINE AND COMMERCE LEAD THEIR RESPECTIVE FIELDS, AND PROVIDES VALUABLE LESSONS FOR AMBITIOUS BUSINESS LEADERS

Why are the New Zealand All Blacks the best rugby team in the world? How does the Kirov Ballet manage to produce generation after generation of exceptional ballerinas? How does the Finnish School System continue to break conventions to achieve world-leading results in education?

Each of these organisations has managed to consistently outperform its competition and sustain its position at the top of its game, yet at face value they may not immediately appear to have much in common. As a new book reveals, all of these *Powerhouse* organisations established their status by design rather than accident, and by understanding the inside stories of

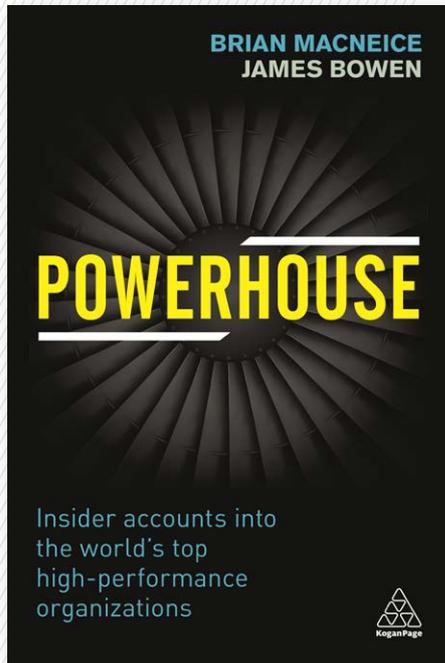
twelve world-leading organisations, the book unlocks invaluable lessons that business leaders can use to raise their own performance bars.

The authors, Brian MacNeice and James Bowen are the founders and Managing Directors of **Kotinos Partners**, a consultancy specialising in working with business leaders to achieve sustained high performance. Having advised many blue-chip organisations over the last 20 years, they identified twelve diverse institutions that set the benchmark in their fields and set about understanding what makes these *Powerhouses* great.

Powerhouse includes immersive research and detailed first-hand interviews with leaders to provide a unique and exclusive inside look into how the following organisations really work:

- » **New Zealand All Blacks:** Small nation has become a consistent, dominant force in world rugby, driven by *feedback*-rich culture, investing energy in continual learning and frequent performance conversations.
- » **Finnish State School System:** Consistently ranked as world-leading education system. Breaks rules of conventional wisdom for most education systems by giving good people the autonomy to make *decisions*.
- » **Curtis Institute of Music:** World-famous conservatoire maintains a small performance *gap* between members to drive constantly improving standards for all.
- » **US Marine Corps:** Iconic fighting force always working to ensure high *standards* are engrained in its DNA.
- » **Médecins Sans Frontières (Doctors Without Borders):** Nobel prize-winning emergency aid agency winning hearts and minds around the world through its clear sense of *purpose*.
- » **Toyota:** A long-standing top dog of the global automotive industry due to culture of continuous *improvement*, delivering on short-term commitments while enabling long-term growth.
- » **Tata Group:** Indian's top conglomerate, leaders in industry and philanthropy across more than 100 countries by implementing

thebook PUBLICIST



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a consistent, balanced *code* or governance that allows leaders to lead and people to do what needs to be done.

- » **St Louis Cardinals:** Widely regarded as the best-run baseball team in the US, consistently outperforming big-spending rivals by focusing on employee *engagement*.
- » **Mariinsky Theatre (Kirov Ballet):** Producing some of the world's finest performers for over 200 years by instilling *resilience* at an individual and an organisational level
- » **Mayo Clinic:** The largest not-for-profit medical group practice in the world built upon commitment to *teamwork* and collaborative medicine.
- » **Grameen Bank:** Nobel prize-winning lender combining commercial success with transforming lives, following its *ambition* to eliminate poverty in Bangladesh.
- » **Southwest Airlines:** Pioneer of low-cost air travel leading customer service and satisfaction by intelligently using *measures* to drive performance and achievement.

EXCLUSIVE ARTICLES AND INTERVIEWS AVAILABLE

Both Brian MacNeice and James Bowen are highly experienced and engaging speakers. They are available for interview and are offering by-lined articles on a wide range of business strategy and leadership topics, including:

— **Win, lose or draw:** How to use feedback to make your team perform like The All Blacks

— **Bouncing back:** How to build organisational resilience like the Kirov Ballet

— **Battle-ready business:** How to engrain high standards into your organisation like the US Marines

— **Back to school:** How Finland leads the world of education by empowering good people to make decision

— **Flying high?:** How to choose and measure the right things to make your business fly like Southwest Airlines

