

I have known Jacques Dallaire of Performance Prime for a number of years, ever since my son Dion went through his race car driver Individual Performance Program. Having personally witnessed the remarkable transformation in the performance of my son I became increasingly interested in the program.

In May of 2009 I was fortunate enough to be selected as CEO of UBM Aviation, a company headquartered in London, with 11 other offices globally. UBM Aviation includes several businesses, including the well known OAG aviation guides and data organization, as well as several leading aviation trade shows and publications. I had been hired to restructure the business and to grow it dramatically over the coming years.

In my early efforts towards understanding the challenges confronting the company, it became clear that the business culture, the way the staff behaved and performed, was not at all aligned with this growth imperative. I had selected a new management team and had agreed on a set of guiding principles (vision, objectives, values), but I was not convinced they had the ability to deliver. We were too fixated on the competition, on market conditions, on monthly reports, and not on the task at hand - driving the business forward relentlessly according to the agreed agenda.

Remembering the transformation in Dion, and the discussions I had subsequently with Jacques, I decided to integrate his Team Performance Program into a 3 day offsite planning session at the fantastic Ashridge Management Center facility near London. As it turned out, Jacques actually participated in the entire event, including all social events, presentations, discussions, etc. He had the opportunity to get to know the management team, to see us at work. He was able to have individual discussions with each individual, to discuss how each of them could most effectively integrate the ACT model into their professional and personal lives.

The impact that Jacques had on my team, and their behavior, has been quite substantial. As expected, the inclination to assimilate the principles of the ACT model will vary between individuals - that applies to all training and professional development programs. With my team the Performance Prime program scored very highly - Jacques created a buzz and stimulated an openness to change behaviors that surprised and delighted me.

I have incorporated the ACT model into my life as the CEO of UBM Aviation, into my activities outside of work (mostly the management of Dion's racing career), and into my family life. I have become more focused, much more effective, much less open to being frustrated or "derailed" by unexpected events, and I must happily say that all around I am much more effective.

I have observed similar changes in most of the members of my senior management team - I have no doubt this has contributed to the overall progress we have made in turning the business around, and will continue to do so as we grow the company in the coming years. We will bring Jacques back to work on the next level of the management team - it is important to me that everyone in the company is performing at the highest level possible.

In summary, I highly recommend Performance Prime to any business or venture that depends on the performance of its people - I expect that would apply to just about everything.



Peter von Moltke, CEO, UBM Aviation