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How does one describe a life-changing event? It can be like seeing a scrambled message become unscrambled or walking out of a dark tunnel into the sunlight. What is really interesting about this particular case is that the tunnel didn't seem too dark at the time. One aspect of the HPI program is that it can be tremendously effective even for individuals who have experienced significant success (however you measure it) and are already high performers. After you go through the program you wonder how you could ever have accepted that level of mediocrity for yourself!

I have experienced many different types of personality tests, training programs and leadership seminars. In my professional life, I am bombarded with articles, books, videos and seminars about the latest learning on personal performance, talent development and leadership. Every approach looks promising, but you usually have to abandon the last model you were working on and replace it with a new one. Sometimes you wonder whether you would have been better off just sticking with the first model you ever saw rather than always trying out the "new and improved" ones.

The HPI experience is unique in several ways. Firstly, it is the most fully integrated approach I have seen. It deals with every aspect of the individual that could have any impact on performance. It distills all of these aspects into a clear, focussed, meaningful set of triggers for maximum personal performance. The framework is so fundamental and so personal that any new approach can be interpreted through this lens. The new approaches that have real value to your own development can be incorporated into the HPI framework, so you never throw it out and start over, you just continuously adapt it.

Another unique aspect is how the HPI approach deals with goal setting. Development theory has always advised setting clear concrete goals for oneself, often expressed as a particular position or recognition. While there is some value to that type of goal setting, often the final outcome is not within your own control. The HPI approach advocates defining success and building your confidence around those things that you can directly control. Not only does that put you in the driver's seat (so to speak), it also enables you to take full responsibility, and get the satisfaction for the success. Luck had nothing to do with it!

Finally, the most unique aspect is the HPI team. Jacques, Frank and Pam are so knowledgeable, enthusiastic, and energetic; you get absorbed into their high performance world. With these three individuals, their approach, their tools and their attitude, you really can change your thoughts, your feelings, your behavior and your life. And it's fun! Incredible!

Anne Boswall  
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