



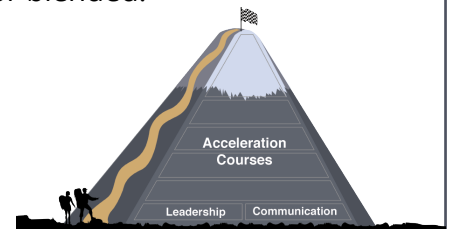
HEALTH CHECK RESULTS:

You scored well for **engagement, productivity** and **turnover**. Congrats – your organization is healthier than most of your peers!

Even though your engagement, productivity, and turnover are healthy, there are still steps you can take to maintain that health.

RECOMMENDATIONS FOR YOUR COMPANY:

- Meet with the leadership team once a quarter and set 3-5 critical company goals for the next 90 days (make sure each goal is S.M.A.R.T. and has a single person who is ultimately responsible to get it done).
- Deploy a specific, relevant, and actionable employee engagement survey every 2 months to get a continual pulse on your employees over time.
- Maintaining your company's health starts with your managers. Commit to developing your managers to stay on track.
- Develop your managers with the following **4 Leadership Essentials courses** (recommended to be taken in this order). **Delivery options:** Classroom, online, or blended.
 - *Essential Skills of Communicating*
 - *Essential Skills of Leadership*
 - *Communicating Up*
 - *Supporting Change*
- Ask your managers the areas where they would like additional guidance and training. Even experienced managers inevitably have some bad habits or skills they can improve.
- Based on the responses you receive, identify the development paths to address your managers' needs.
- Review compensation and benefits annually to ensure you are aligned with the market. Verify that your bonuses are fair and rewarding the right activities and results.
- Today more than ever, employees want to feel strongly connected to a company's culture. Brainstorm how can you reinforce your culture and immediately recognize employees that exhibit your values.



Want help? Think of us as your turnkey solution to leadership and management training. That's one less thing on your "to do" list!

Schedule a "Growth Plan" call