

# GROWTH PLAN



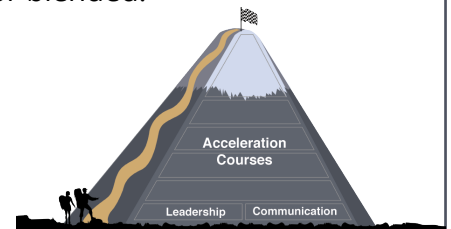
## HEALTH CHECK RESULTS:

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!

**Contact the Vital Learning partner who sent you this Health Check to schedule a Growth Plan call!**