

GROWTH PLAN



AREAS FOR GROWTH:

- ☐ Retention
- ☒ Engagement
- ☒ Productivity

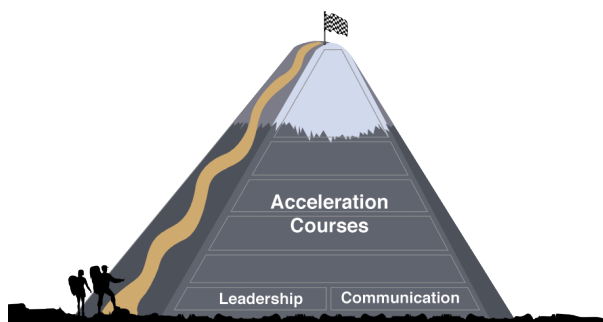
Based on your Health Check, we've identified **engagement** and **productivity** as areas for growth at your company.

Why do engagement and productivity matter? There is a well-established connection between employee engagement, employee productivity and these key performance outcomes:

- Customer Ratings
- Profitability
- Morale
- Absenteeism
- Safety Incidents
- Shrinkage (theft)
- Quality (defects)
- Longevity and scalability

RECOMMENDATIONS FOR YOUR COMPANY:

- ☐ Deploy a specific, relevant, and actionable employee engagement survey.
- ☐ 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).
- ☐ Once your major goals are set, determine how the leaders and team members can focus on these critical priorities and avoid the "high urgency, low importance" tasks that often make people less productive at work.
- ☐ Employee productivity and engagement start at the management level. Your managers account for 70% of the variance in employee engagement. Commit to developing your managers as a key way to address low productivity.
- ☐ Develop your managers with the following **10 Leadership Essentials courses** (recommended to be taken in this order). **Delivery options:** Classroom, online, or blended.
 - *Essential Skills of Communicating*
 - *Essential Skills of Leadership*
 - *Coaching Job Skills*
 - *Delegating*
 - *Developing Performance Goals & Standards*
 - *Providing Performance Feedback*
 - *Managing Complaints*



GROWTH PLAN, CONTINUED

- *Improving Work Habits*
- *Resolving Conflict*
- *Effective Discipline*

- ☐ After these 10 Leadership Essentials courses, empower your managers to motivate their employees with the **Motivating Team Members** course.
- ☐ Finally, ensure your team is managing projects efficiently and effectively with the Leading Successful Projects course.
- ☐ Schedule an out of the office volunteer day or fun activity. Try to integrate different levels of the company so people don't just hang out in their "bubbles."
- ☐ Keep track of the critical goals the company and individuals get done each quarter. Your milestone should be 80%+ of critical company goals are completed by the end of the quarter.
- ☐ Retake the employee engagement survey. Did the results improve?

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!