

LSP123[®]

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"Employee Productivity Solutions"

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 **YouTube**
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Your Biggest
OPPORTUNITY
In the Next 12 Months...

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Personal
& Employee
Productivity!

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10 Ways to Boost Employee RESULTS by 20+%

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#1

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RATE Your Organization's Productivity from 0-100?

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Performance Rating Chart

#	Rating
100	World Class
90	Excellent
80	Very Good
70	Good
60	Above Average
50	Average
40	Below Average
30	Poor
20	Bad
10	Terrible

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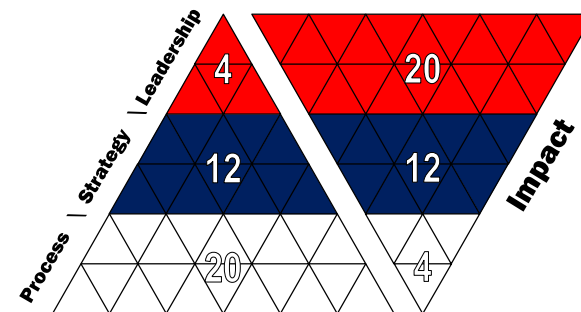
Do You Have a
Productivity
Plan?

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1. **Leadership**
2. **Strategy**
3. **Process**

LSP Leverage & Impact



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Consider LSP at All Levels

- ▲ **Organization**
- ▲ **Department**
- ▲ **Project**
- ▲ **Self**

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Leadership - Teambuilding

- 1. All about TALENT!**
- 2. Simple Formula:**
 - **Recruit, Hire, Train, Motivate, Retain**
 - **Embrace Mindset to “Care & Share”**
- 3. Employee Levels:**
 - **How would you rate employees, 0 – 10?**

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Evaluate Your Employees

R#	Label	Typically	Description
10.	All-Star	Top 1%	Produce Exceptional Results.
9.	Peak Performer	Top 5%	Proven track record of results.
8.	Entrepreneur	Top 10%	Have business minded context.
7.	Innovator	Top 20%	New solutions for important needs.
6.	Proactive	Top 30%	Anticipate needs and fill them.
5.	Reliable	Mid 40%	Majority of workforce for many.
4.	Reactive	Bot 30%	May do what they are told.
3.	De-Motivated	Bot 20%	Low effort, energy, enthusiasm.
2.	Immoral	Bot 10%	Ethics and values are optional.
1.	Criminal	Bot 5%	Selfish at the expense of others.
0.	Evil	Bot 1%	Intentionally harmful to others.

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How would you describe your employee's behaviors?

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Leadership - Communication

1. How **WELL** do your leaders communicate?
2. **WHY** Communicate?
 - Honor, respect, relationship, trust, clarity, focus, goals, accountability, teamwork.
3. **HOW** communicate?
 - **One-to-Ones.** Weekly – Monthly. Connect, be patient, ask, listen, seek to understand.
 - **Workgroups.** Weekly. All participate, results, issues, opportunities, schedule.

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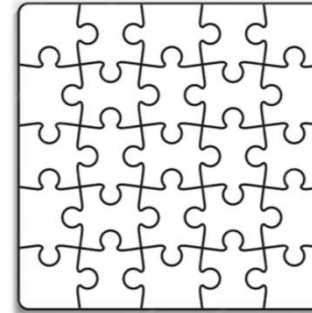
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The Role of a Leader is Like a Puzzle...



Embrace and Support the Complexity!

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**What Are You
REWARDING?
Time or Results?**

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**Consider
OVERTIME!**

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**MY Favorite
PRODUCTIVITY
Approach**

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Succeed by Sharing

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Better Incentive Plans

How Employees Respond to Smart Incentives

1. Better communication.
2. Increased focus.
3. Greater teamwork.
4. Improved productivity.
5. Employee retention.
6. Talent recruitment.
7. More innovation.
8. Culture of entrepreneurship.

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IncentShare Insights

1. Incentive plans by workgroup.
2. Plans linked to workgroup result(s).
3. Effective and simple.
4. How much from incentives?
5. Paid quarterly or monthly.
6. Launch, monitor, evolve.

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Talk About It!
Better Productivity
Begins with Discussion.
Want to Talk Productivity?

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Thank You!
Questions?

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