

Improving the Predictability of Important Human Capital Decisions



GREATEST HUMAN CAPITAL CHALLENGES

- Organizational Culture
- Talent Acquisition
- Employee Development
- Employee Retention

Organizations today are faced with several ongoing **Human Capital Challenges** regarding their Culture, Talent Acquisition, Employee Development, and Employee Retention initiatives. *Simply and accurately stated*, **People** are the root cause of most challenges. The attitudes, beliefs, and commitments that each person brings to the workplace will have either a positive or negative impact on the Organization's Vision and Mission.

Personal Leadership Effectiveness™



What most Organizations are unaware of is that every employee's **Personal Leadership Effectiveness™** will have a positive or negative impact on the Organization's performance, productivity, team effectiveness, operational efficiencies, risks and liabilities, and bottom-line results.



FACT

- ✓ **PLE** is just as important as an individual's educational background, job skills, and work experience.
- ✓ **PLE** is critical whether an individual is the Chairman of the Board, CEO, Director, Manager, Supervisor, or Valued Employee.

On the previous page of this document are listed four distinct strategic areas that are integral to any Organization that is made-up of people. Successfully achieving the stated Organizational objectives in each of these four areas is what every Organizational Leader expects. However, frequently the *reality* doesn't match the *expectation*. The reason is that *maximizing* the impact of an Organization's Vision and Mission requires **Maximizing Workforce Contribution**.™



Listed below are the four distinct areas of Organizational life that directly involve *people*. Attached to each grouping are five of the most persistent challenges to Organizational success in each area.

Greatest Business Challenges Regarding Human Capital

Please check off the boxes that have been negatively impacting your Organization.



ORGANIZATIONAL CULTURE CHALLENGES

- Inability to convert Cultural expectations into actionable, measurable behaviors for all employees.
- Inability to integrate Core Values throughout all departments, branches, and layers of the Organization.
- Ongoing character and behavior-related issues that frustrate efforts to implement Cultural standards across the board.
- Inability to create a work Culture that promotes the value of a healthy work/life balance resulting in disengaged leaders, managers, and employees.
- Making the necessary Cultural adjustments to accommodate the increased influx of Millennials and Centennials (also referred to as Generation Z) into the workforce.

TALENT ACQUISITION CHALLENGES

- Lack of suitable interview questions that explore character strengths and development needs prior to hiring a new employee.
- Lack of a defined process to evaluate how well a job applicant aligns with the Core Values of the Organization.
- Lack of an easy-to-use, cost-effective diagnostic tool that assesses an employee's character competencies, behavior traits, and attitudes, beliefs, and commitments.
- An inability to define the character competencies and behavior traits that contribute to success in a specific job position within the Organization.
- Lack of an interview technique that explores character strengths and development needs prior to hiring a new employee.

Organizations that invest in their Human Capital Assets mitigate overall Human Capital risks and improve Employee Retention. If the goal is to *maximize* workforce contribution, then an Organization must **Maximize Team Effectiveness**.

Organizations today must provide a **Learning-Coaching Methodology** designed to help their leaders and employees develop their personal and professional leadership effectiveness. By integrating the Organization's Core Values into the learning process its Employee Retention rate will be positively impacted.



Greatest Business Challenges Regarding Human Capital

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EMPLOYEE DEVELOPMENT CHALLENGES

A lack of strategic alignment between employee training opportunities and the assessed leadership development needs of executives, managers, supervisors, and employees.

Ongoing frustration with fragmented training programs, products, and services that appear to be of some value but do not deliver a sustainable or transformational business outcome.

Employees are often thrust into their positions and job roles without being adequately instructed in the Organization's Values, Vision, and Mission.

Work-team effectiveness is plagued by numerous conflicts, employee politics, poor communication, and lack of collaboration.

Lack of a cost-effective, scalable learning-coaching methodology by which every employee can learn to govern themselves personally and professionally to reach their fullest potential.

RETENTION CHALLENGES

A dysfunctional Culture and inadequate Leadership are causing unnecessary and expensive turnover.

Increased loss of production and elevated operational costs for hiring and training staff replacements.

Lack of an Annual Review Process that evaluates employee leadership development and overall job satisfaction. Most of our employees can do the job to which they have been assigned but lack interest or are not motivated to go beyond their basic job duties.

Employee morale is being adversely impacted by the lack of an intentional training and coaching support strategy and an accountability process that motivates and encourages each employee to maximize their personal and professional leadership effectiveness.

Lack of a Recognition Program that acknowledges employee achievements and promotes in-house career advancement opportunities.



Our Leadership Team would like to provide you with a brief description of the ways that our proprietary **Character-Based Human Capital Solutions** address the “Challenges” you selected on the previous pages. If you would like to receive a highly informative response then fill-in your contact information below and save your **Human Capital Challenges Survey** to your computer.

Name:

Title:

Organization:

Industry:

Email:

Phone: ()

If your Leadership Team would like to schedule a meeting to explore the options for meaningful engagement, then please check the box and the person that provided you with this **Human Capital Challenges Survey will contact you within two business days.**

- ✓ Once you have completed the information above and saved it to your computer then please send the **Human Capital Challenges Survey** to my email address listed below.

Consultant Name:

Email:

- ✓ ***Improving the Predictability of Important Human Capital Decisions*** begins with gaining valuable insights into your Organization’s primary Human Capital Challenges. Taking the time to reflect on those Challenges above is an important first step in the discovery process.
- ✓ If your Leadership Team is interested in learning more, then your next step is to conduct important due diligence about our integrated **Character-Based Human Capital Solutions** by reviewing the links below:

- ❖ [Maximizing Workforce Contribution™](#)
- ❖ [PLE Human Capital Diagnostic Brochure](#)
- ❖ [PLE Operating System Whitepaper](#)
- ❖ [Maximizing Workforce Contribution-Whitepaper](#)