

4 WAYS COMPANIES ARE BREAKING THE SUCCESSION PIPELINE CAUSING STAR PLAYERS TO FLEE & HOW THEY CAN STOP THE EXODUS

1 LEADERS DON'T RECOGNIZE WHAT IMPACTS POSITIVE PERFORMANCE

Failure to realize that the best possible performance is a result of three simple metrics. Contrary to popular belief, money is the third or fourth reason that high performers quit their job. According to a recent Gallup poll, over half of employees (60%) seek greater clarity of organizational goals, more mentoring, better communication, improved workplace relationships and regular, specific feedback.



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PRODUCTIVITY & LEARNING LEVELS DROP WHEN LEADERS ARE NOT EFFECTIVELY

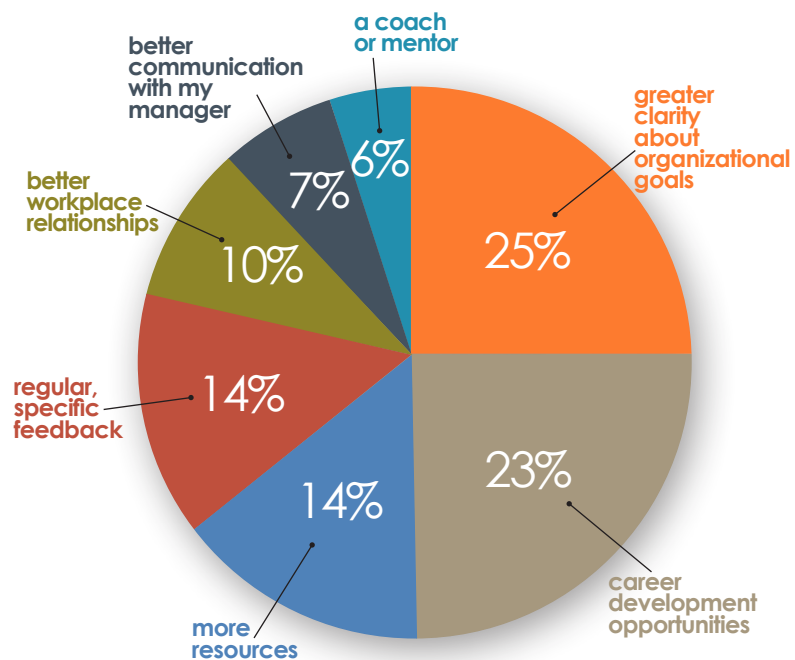
COMMUNICATING TO MANAGE PERFORMANCE (CMP)

As a result, the knowledge transfer pipeline becomes wafer thin, and eventually melts away entirely. Companies that want to maintain succession and improve current employee performance must give leaders the tools they need to maintain and increase employee satisfaction.

"Happy employees produce more than unhappy ones over the long term. They routinely show up at work, they're less likely to quit, they go above and beyond the call of duty, and they attract people who are just as committed to the job. Moreover, they're not sprinters; they're more like marathon runners, in it for the long haul." – Harvard Business Review

WHAT WOULD MOST IMPROVE PERFORMANCE?

sources: gallup.com/blessingwhite.com/towersperin.com



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LEADERS DON'T UNDERSTAND

THE 3 PRINCIPLE METRICS THAT ARE THE FOUNDATION OF ALL SUCCESSFUL EMPLOYEE RELATIONS

By laying a strong foundation in these three metrics, leaders and their organizations are poised for an effective team that steps up to personal accountability and the success of your organization.

Set Goals & Expectations

Launch performance by communicating clearly about plans and management style. Establishing expectations creates ownership and personal accountability. This allows your employees to comprehend the essential style of working with you.

Reinforce & Redirect

Regular, consistent, and detailed communication align with goals and expectations to build a high-performing team. Reinforcing behavior that is effective and redirecting behavior that is inappropriate will establish and punctuate your expectations.

Create Climate

Every manager fosters a climate, either intentionally or unintentionally. By using the first two metrics, you will build a climate that enables others to feel valued and motivated to generate ideas, find solutions, take risks, and employ personal accountability for results.

"The best possible performance for everyone, no matter what their level, is grounded in the ability of managers to reinforce & redirect, create a positive climate of accountability, and set clear goals & expectations for themselves and every employee. Managers are accountable for the results attained through the performance of employees."

– Suzanne Updegraff, CEO,
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**POSITIVE
PERFORMANCE**



CREATE CLIMATE

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4

LEADERS UNDERUTILIZE CORE PERFORMANCE MANAGEMENT SKILLS THAT IMPACT POSITIVE PERFORMANCE

THE BOTTOM LINE

Fostering a strong succession pipeline is one of the most critical elements to the long-term strength of your business.

Use the 4 Ways here to keep your experienced employees engaged and sharing their skills with less experienced workers, keeping emerging leaders accountable and continuing to learn from others. Through Communicating to Manage Performance (CMP), all of your employees will increase their personal effectiveness, take their professional presence seriously, and **ensure a strong future for your organization.**

Successfully **Communicating to Manage Performance (CMP)** requires these critical skills used daily by effective leaders who want to stop their emerging talent and established employees from walking out the door.

- Ask powerful questions to engage employees in solving problems.
- Give positive feedback to create employee engagement.
- Acknowledge ideas to promote creativity and innovation.
- Give corrective feedback to improve performance and develop employee capabilities.
- Listen to foster idea generation and suggestions.



At EDSI, we have been resolving management performance, leadership, generational, professional presence, and personal effectiveness issues for over 30 years.

Contact us to learn how we can help increase productivity and profits in your organization.

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