

Ernst Enterprises May 2009 Newsletter



LOOKING TO INCREASE PRODUCTIVITY WITH RESOURCES YOU CURRENTLY HAVE?

Look no further. Your finest asset, your employees,
can increase your business' results substantially.
Read on to discover what it takes to drive employee productivity.

Driving Productivity through Employee Engagement

In these tough economic times when money is tight, how can the business owner improve productivity, customer service, and overall business results?

What precisely is employee engagement? An engaged employee is a person who is fully involved in, and enthusiastic about, his or her work.

Consider the Gallup Company's recently published survey results that showed:

- Only 29% of employees were actively engaged in their work
- 54% were not engaged
- 17% were highly disengaged
- That means that potentially over 70% of your employees are not actively engaged in your business!

Consider the available potential for change! Imagine what it can mean to your business if more than 70% of your employees were engaged and committed to achieving good results! Take this quick quiz and see how your company scores:

Driving Employee Productivity Quick Quiz

1. Has your company defined its mission, vision, and values?
2. Do you recruit only employees who meet the position qualifications and who fit your culture and values?
3. Are your managers trained to interview for values and cultural fit?
4. Do you have an orientation/on-boarding program that trains employees in your culture, values, and job expectations?
5. Have you set clear and objective performance expectations for each position?
6. Have you trained your employees so that they have the skills to do their best work?
7. Do you evaluate their skill level on a periodic basis to ensure competence?
8. Have you trained your managers to perform their job effectively?
9. Do you evaluate your manager's effectiveness?
10. Do you have an accountability culture? Are performance and behavior shortcomings promptly addressed?
11. Do you address problem performers quickly and give regular feedback?
12. Are all managers held accountable for good performance and demonstrating commitment to the values?
13. Are the reward systems aligned so that only employees who effectively perform their job and model the correct behavior receive the raises and promotions?
14. Do you acknowledge employees at company functions who perform well and model the correct behavior?

Scoring:

AGREE 12 OR MORE TIMES: means that you are doing a good job and your results show it.

AGREE 10 OR MORE TIMES: doing ok, but with a bit more focus could achieve even better results.

AGREE LESS THAN 10 TIMES: means there is a lot of opportunity for stronger results.

At Ernst Enterprises we are experts at assessing the current level of employee engagement and helping you implement actions that *drive employee engagement*.

Call today 847-438-8977 for a no-obligation discussion to find out how your company can benefit from an engaged workforce.

Sincerely,

Mark

Mark Ernst
Ernst Enterprises, LLC

 **Ernst Enterprises, LLC**