

# HELPING PEOPLE REALISE THEY NEED SOMETHING



**As few as 1 in 10 employees are thriving at work!**



As many as 7 out of 10 employees may be disengaged from their jobs or **'Quietly Quitting'**



At least 1 out of every 10 employees are actively disengaged or **'Loudly Quitting'**

## Things to look for:

01. Lethargic decision making
02. Deadlines constantly missed
03. Higher absence/sickness
04. Tardiness
05. Employees falling short of expectations
06. Poor behaviour tolerated or becoming the norm
07. High staff turnover

## Do you know what talent to retain or recruit?

Did you know over

**50%**

of employees believe it's a good time to find a new job?



Meaning half of all employees may quit soon.

## The problems/challenges:



- 1 This could mean 50% reduced productivity from employees
- 2 This means companies employ 30%-50% more staff than they need to if everyone was thriving at work.

**Many managers are not motivating their teams**



Employees have hidden talents that are not being utilised.



Job descriptions often restrict the application of talent at work.



Companies are afraid or unwilling to shift roles and responsibilities to complement employee talent.

## What is needed?

Employees who make the best decisions without senior management input.

Employees who have the company's best interest at heart because they know if the company wins, everyone wins.

## HOW TO ACHIEVE THIS:

Learn what makes your employees tick.

Learn why the transition from top performer to manager does not often work out well.

Learn how to best communicate with employees and how to help them communicate with you and each other most effectively.

Help employees make their own decisions with confidence.

## How will HCC help you to do this?



## Through the 5 Core Pillars of effective coaching:

**Core Pillar 1 - Reconnecting with yourself and with what makes you 'you'**

**Core Pillar 2 - Understanding the power of taking daily action**

**Core Pillar 3 - Learning how to set real goals**

**Core Pillar 4 - The power of agreements**

**Core Pillar 5 - The power of accountability**

### CORE PILLAR 01

How do you reconnect with yourself? You take a CliftonStrengths Assessment and let HCC walk you through the report. You will realise things about yourself that you never knew or had simply forgotten.

### CORE PILLAR 02

Is all about demonstrating and proving that small daily actions, compounded over time, lead to huge gains for everyone

### CORE PILLAR 03

True goal setting. A goal is not one tangible thing you can hold or see. A goal is better described as a feeling you get when a series of actions have been taken,

### CORE PILLAR 04

Learn that expectations are toxic. The only way forward is through agreements.

### CORE PILLAR 05

We need accountability. Someone to keep us in check, to support us, challenge us, and help us keep our commitments.