



CORAGGIO
COURAGEOUS OBJECTIVE ADVICE



ARE PEOPLE REALLY YOUR MOST IMPORTANT ASSET?

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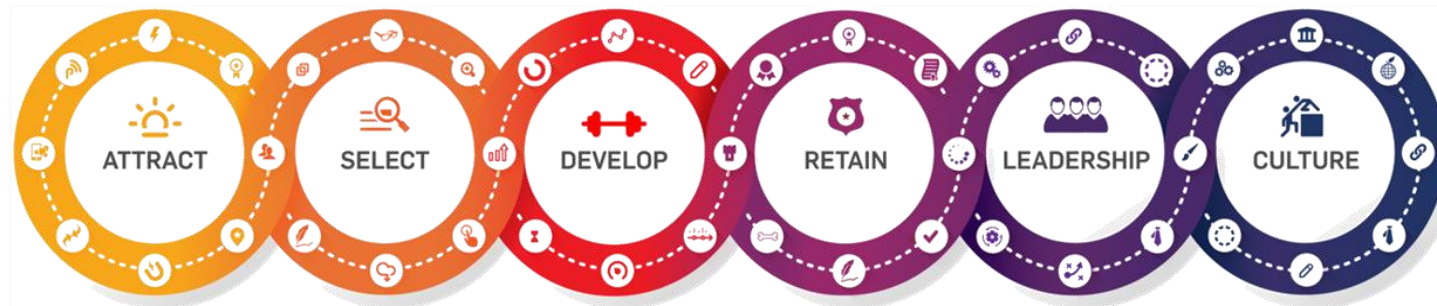
PEOPLIFICA



Peoplogica is a leading specialist people analytics provider in customer centricity and attracting, selecting and retaining high performing talent.

We deliver a range of customized people capital solutions to organisations of all sizes, from all sectors.

At Peoplogica we improve client and employee engagement levels by providing management teams with the information and tools to assist them to better understand client and employee needs.





RESOURCES

- Please find all collateral at www.Peoplogica.com/resources
- Includes:
 - Hiring Manager Guide
 - Leadership Tips
 - Templates
 - ✓ Targeted Job Advertisement
 - ✓ Position Description
 - ✓ First Interview Process
 - ✓ Leadership Action Plan
 - ✓ Employee Development
 - ✓ People Capital Health Check



PEOPLE ARE MY MOST IMPORTANT ASSET



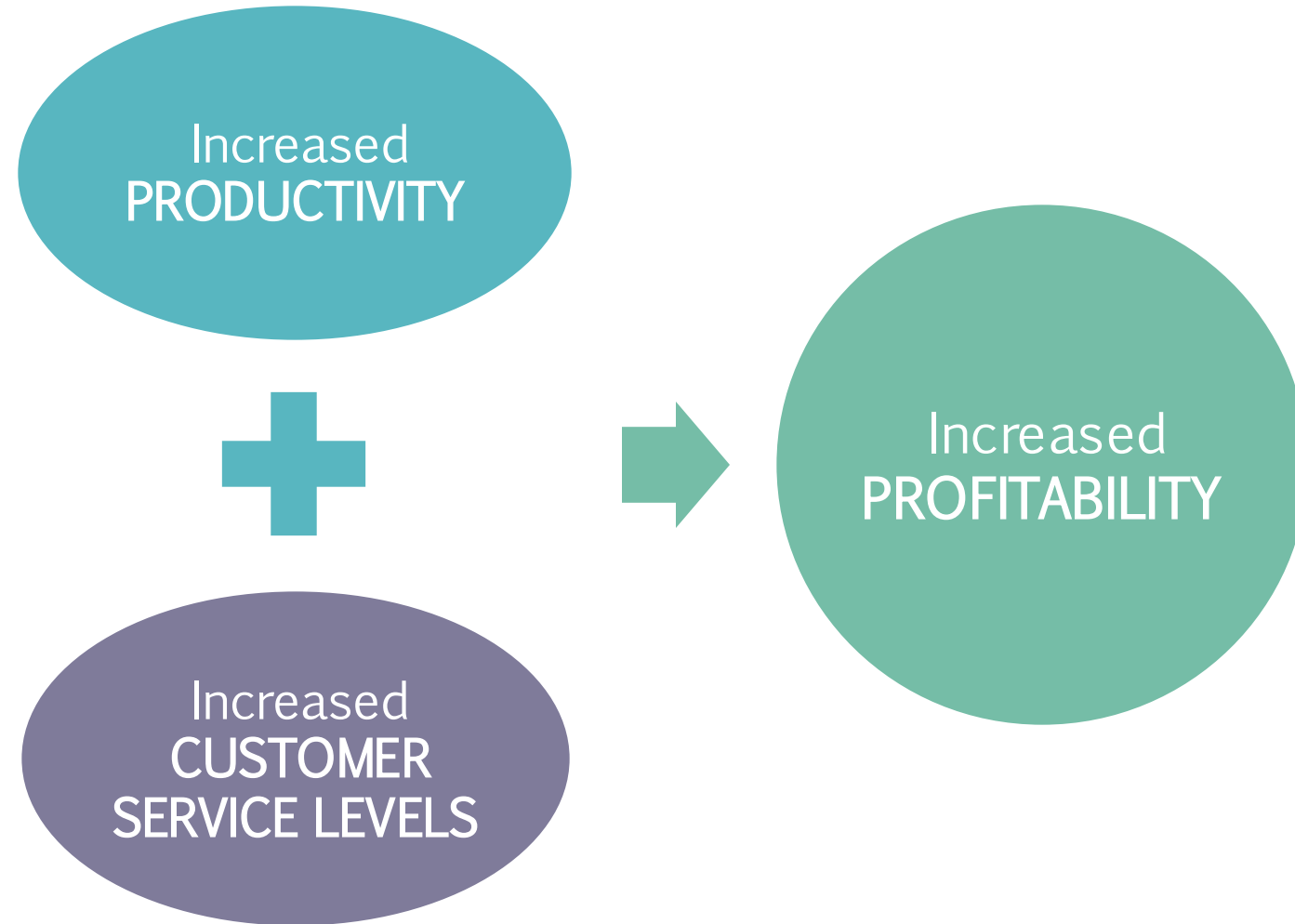


THE ISSUE IS MATTER OF



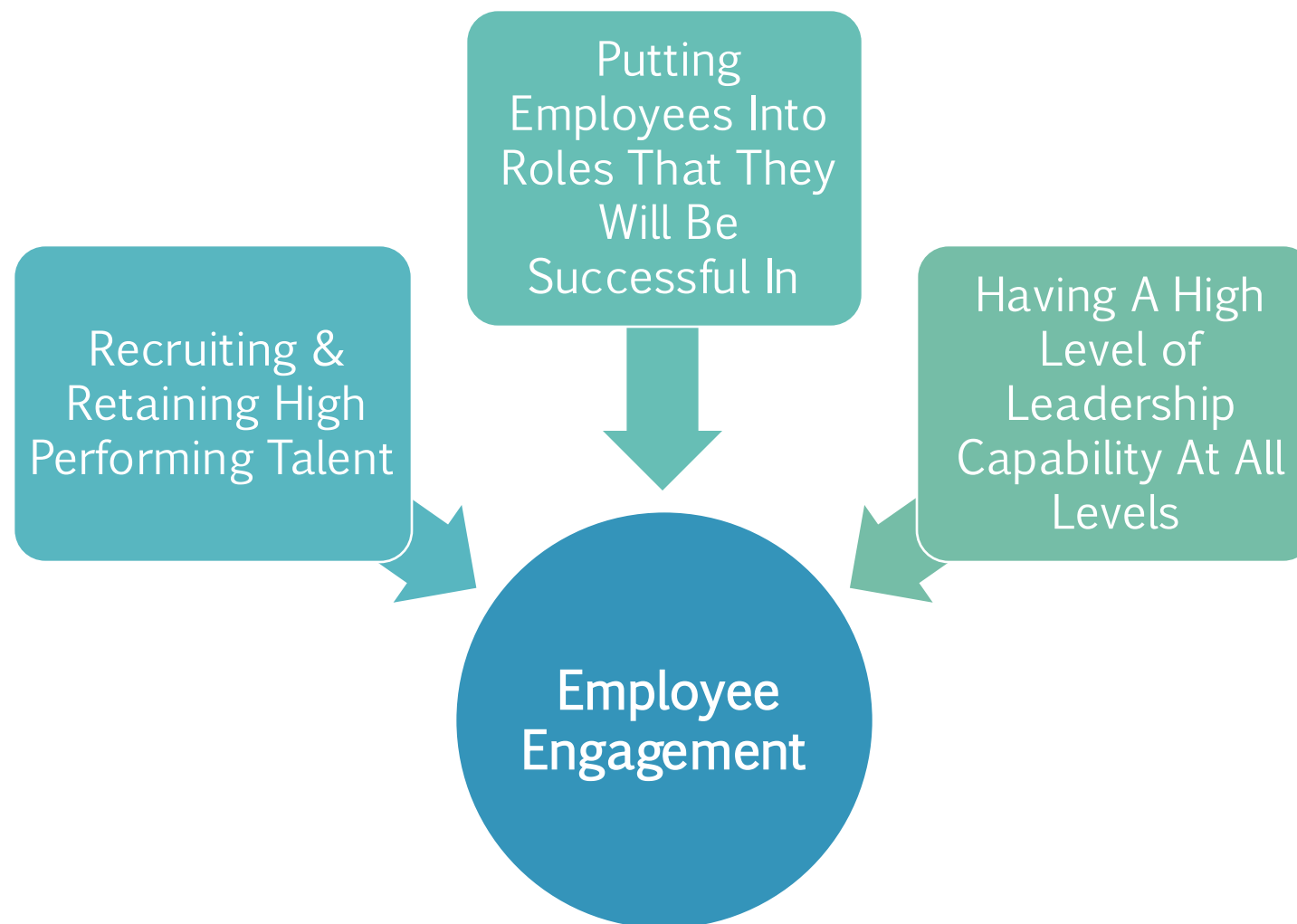


High Employee Engagement Results in Tangible Benefits:





What Drives Employee Engagement?





The End Game

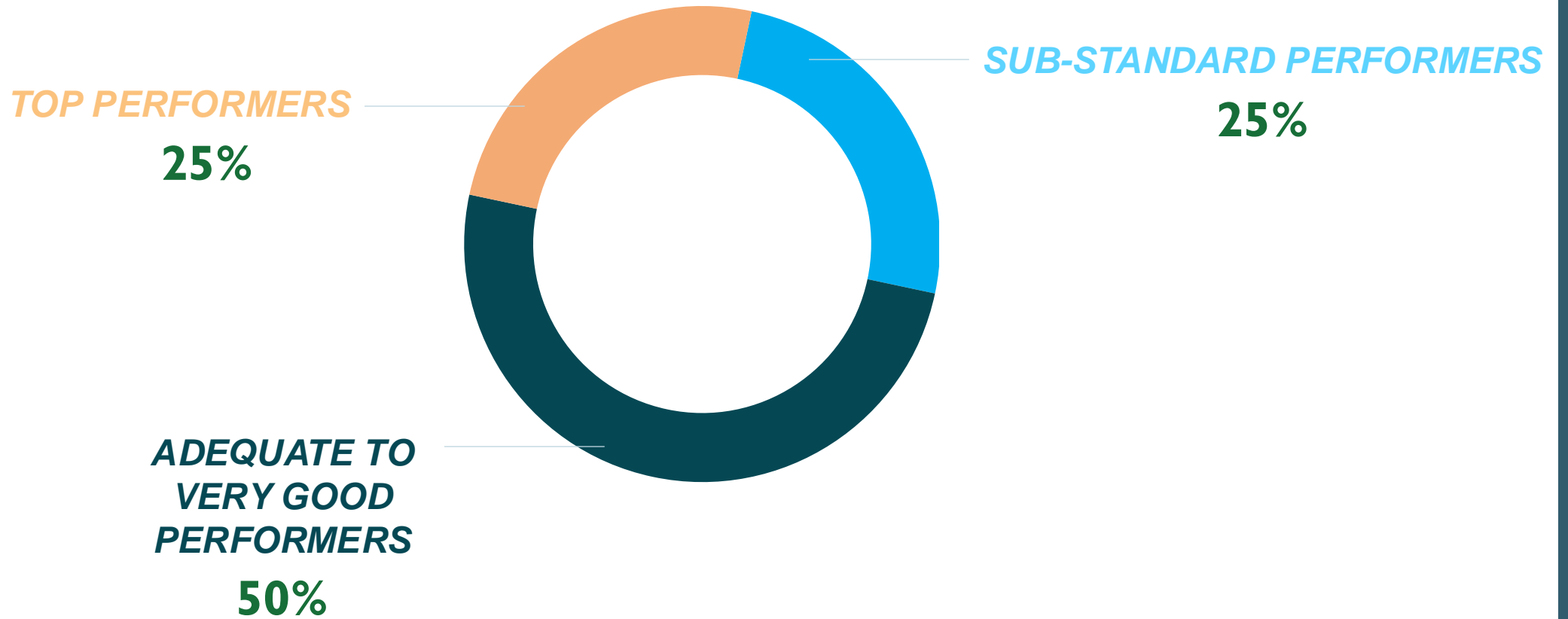
Great Employees in the Right Roles

being lead by

Effective & Confident Leaders

HAVE YOU EVER PURPOSELY HIRED
A POOR PERFORMER?

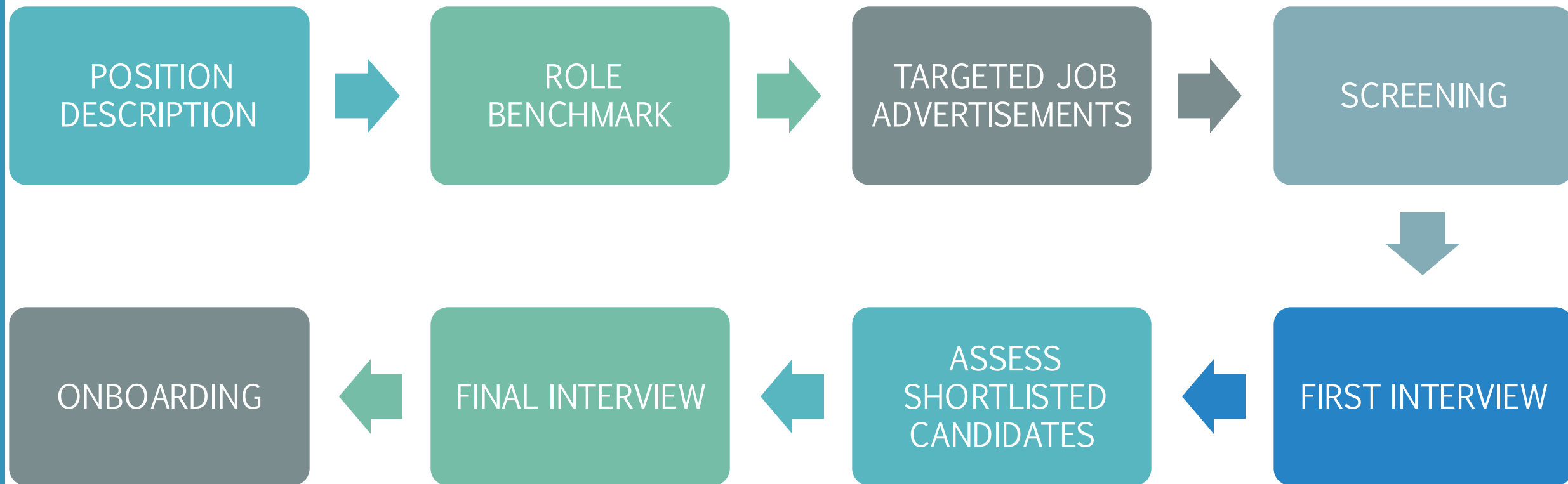






How Do You Improve Your Odds Of Recruitment Success?

INTERNAL RECRUITMENT





How Do You Improve Your Odds Of Recruitment Success?

EXTERNAL RECRUITMENT

TIPS:

- Don't appoint multiple recruiters for the same role
- Measure their effectiveness, hold them accountable
- Don't rely on any guarantees

DEVELOPING LEADERSHIP CAPABILITY AT ALL LEVELS





Only **11%** of organisations believe they have a
“**Strong/Very Strong**” Leadership Bench

BUT

CEOs rank “**Developing the next of generation leaders**”
as more important and a higher concern than
Economic and Business concerns



Organisations that invest & develop Leadership Skills at ALL levels are 4.2 times more likely to outperform those who only focus on management skills.

BUT

Less than 5% of companies implemented organisation wide leadership development programs



*When I meet a great MANAGER, I know how
important they are.*

*When I meet a great LEADER, I know how
important I am.*



An Integrated Leadership Program & Process

MONTH 1

FULL EMPLOYEE ENGAGEMENT SURVEY

MONTH 3

3 MINUTE EMPLOYEE PULSE SURVEY

MONTH 6

ANNUAL 360° LEADERSHIP SURVEYS

3 MINUTE EMPLOYEE PULSE SURVEY

MONTH 9

COMPANY BOARD EFFECTIVENESS SURVEY

3 MINUTE EMPLOYEE PULSE SURVEY

WFH IS DOING MY HEAD IN





QUESTIONS YOU NEED TO ASK YOURSELF

- Are you viewing WFH in today's lens or a lens from the 1990s?
 - *The genie has been let out of the bottle and the world has changed*
- Evaluate which roles can have an EFFECTIVE work-from-home outcome
- Evaluate which employees could be as or more EFFECTIVE in a WFH environment
- What MUST happen to ensure an appropriate level of collaboration
- What MUST happen to ensure business innovation does not suffer

Questions?



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