

PEOPLE MAKE
EXTRAORDINARY
THINGS HAPPEN

PMETH Consulting

Leadership
Development
Strategies

Helping People Make Extraordinary Things Happen™

**It's only a fast-paced world if
you can't keep up.**



**Stand out, and
Make Extraordinary Things Happen.**

When it seems like you've tried everything and you're still not meeting your objectives, that's when it's time to change your strategy. To see how we help organizations striving to be their best make extraordinary things happen, visit PMETH.com today.

• Consulting • Training • Keynote Addresses



TURNOVER • MORALE • EMPLOYEE ENGAGEMENT • PRODUCTIVITY

Four of the biggest issues facing organizations today!

Did you know...

- Eighty-five percent of people surveyed said they could work harder on the job and more than half claimed they could double their effectiveness if they wanted to.
- The extent to which we do or do not fully contribute is governed more by attitude rather than by necessity, fear or economic influence. Meaning you can promise all the bonuses you want and even threaten, but if your employees aren't happy, they are not going to give 100%.
- There is an increment of effort—Discretionary Effort—that people give only if they want to. Discretionary Effort is the difference between the level of effort which is minimally necessary and that of which we are in fact capable of. Discretionary Effort is the increment of effort required to be great and studies show that most managers and most leaders are not getting it from their people.
- Forty-three percent of companies reported problems finding and keeping high-quality workers.
- Eighty-nine percent of managers believe that the primary reason people leave is for more money. In reality only 12 percent choose to leave for more money.
- Seventy percent of the reasons people leave are related to factors that are controllable by their direct supervisors. "People join companies, but they leave managers".
- The number one cause of performance problems in 60 percent of companies is poor or insufficient feedback from supervisors.
- Giving feedback once a year (during the annual review) is equivalent to a coach withholding feedback from his players until the season is over!!! And by then, it's too late. Don't let this happen to you!

LET PMETH CONSULTING HELP SOLVE THESE PROBLEMS FOR YOUR ORGANIZATION!!

