

People Performance Productivity Profit

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Good people make you profits; poor people bring you problems.

Key Points:

- **Business is about people no matter what industry you are in – if you don't 'do' people well you are unlikely to run a sustainably successful business.**
- **It's all about wealth creation. Dealing well with people ultimately leads to greater profitability**
- **Productivity is about the ratio of inputs to outputs/outcomes. Doing better with people is one of the largely untapped areas of productivity available to the sector – people productivity may be the final frontier for NZ farming.**
- **Dealing well with people is often seen as the 'soft' stuff compared with the 'hard' issues of pasture, animal health, milk solids, etc. It may be construed as 'soft' but it is worthwhile – people productivity goes straight to the bottom line.**
- **Good employment is ultimately about engagement – how people think and feel about their work. The statistics in this area are alarming: fewer than 1/3 of employees are engaged.**
- **Improvements in engagement lead to better results in**
 - **Recruitment**
 - **Performance**
 - **Learning**
 - **Retention**

all of which impact on business performance and profitability
- **So what do employees want?**

- **How do you become a workplace of choice?**
- **Which practices will make you a better leader?**
- **What drives people away?**
- **How do you attract and keep the kind of employee you want?**