



The High Performing Business Program

Does any of this sound familiar to you?

- Are you about to embark on your growth plan and recognise the need to get some expert help and advice?
- Are you a business owner or MD of a business that's struggling to achieve its goals?
- Do you question yourself day after day about why your people aren't delivering the results you need?
- Are you worried that you just don't have the right people in your leadership and management team to deliver the results you want?
- Are you a successful business that's growing and things are just beginning to go wrong, and you don't know why?

If one or more of the above statements apply to your business, then the chances are it will be down to your people in some way or another! After 30 years in business, and 20 years in HR, working with some well-known brands such as Porsche cars and Harley-Davidson, I know what works and what doesn't when it comes to running a successful business and trust me it's all about the people! If you are either looking to grow your business or have grown, it's important that you get your people on board and the right people practices and processes in place to ensure you succeed.

It's taken me 20 years of insights and experiences to develop my 7 step program and I'll share the outline of this program with you, and help you understand what's missing or what you need to do in your business to succeed through your people.

Month	Meraki HR time	Company resources Required	Activity
Month 1	2 days (1 day on site, 1 day off site)	None	Conduct People Audit – this will show you whether you are meeting employment legislation and identify areas for improvement in all areas of the employee life cycle in a simple to use traffic light report.
	2 days (2 days off site)	Employees complete EE Survey – leadership support required to ensure high return rate for validity	Conduct Employee Engagement Survey – establish base line and prepare full report with feedback
Month 2	7 days (3 days on site, 4 days off site)	Leadership and Management teams 1 day meeting	Conduct the What, How and Why of the Organisation and gather input for creating the Company Values
		Employees to attend 2 hour workshops over 2 days	Create the Company Values
Month 3	2 – 6 days depending on number of employees	Management, Leadership and Employees to attend 2 hour workshops over 2-6 days	Agree Job Description format and create Job Descriptions for all
	2 – 6 days depending on number of employees	Management, Leadership and Employees to attend 2 hour workshops over 2 - 6 days	Create Company appraisal /performance review process Train managers and employees on new appraisal process
Month 4	4 days (2 days on site, 2 days off site)	Management, Leadership to attend a half day workshop over 2 days	Design Recruitment & Induction Process with Managers/Leadership team and employee input

Month	Meraki HR time	Company resources Required	Activity
Month 5	6 days (2 days on site, 4 days off site)	Management, Leadership to attend a half day workshop over 2 days	Review Pay & Reward and offered compared to market rates, provide summary report for leadership team, meet to discuss actions/pay and reward philosophy to be implemented. Create Annual Salary Review process
Month 6	2 days (2 days off site) 2 – 4 days dependent on employee no's (2 -4 days on site)	Employees complete EE Survey – leadership support required to ensure high return rate for validity Management, Leadership and Employees to attend 2 hour workshops over 2-5 days	Conduct Employee Engagement Survey to review score changes. Prepare Full report with Feedback comparing scores with previous scores and feedback. What's changed, what needs to change. Conduct Action planning sessions with managers and their teams based on EE scores and feedback, develop Employee Engagement Strategy for business
Month 7	3 days off site 1 day	None required Leadership team only – full day off site meeting	Create on going HR Strategy based on this feedback Meraki Succession Planning for the business, key roles, development of individuals, continued HR support required
Total	Meraki 43 days	Your time 25 days	

Investment Levels	Cost
Fully Supported – all Meraki HR time on site and off site is covered, plus you have two hours of telephone support for a seven month period.	£28,000 for 7 or 14 months. £4,000 to be paid at the beginning of each month over a 7 month period or pro rata if over 14 months.
Semi Supported – People Audit Completed, plus all materials are provided for you for each month's work. This package also as includes 4 days of Meraki HR onsite support if required.	£15,000 for 7 months. £2143 to be paid at the beginning of each month, before that month's materials are released to you.
Telephone Support only – All materials are provided for you for each month's work. This package also includes 2 hours of telephone support over the 7 month period.	£7,500 for 7 months. £1072 to be paid at the beginning of each month, before that month's materials are released to you.