

The High Performing Teams Program

- Are you about to embark on your growth plan and need expert help and advice to make sure your people are on board and can help you deliver your goals?
- Do you value your people and want to make sure you have leading edge people practices and processes to ensure you can attract and retain the best talent for your business?
- Are you a business owner or MD of a business where everyone is working really hard, but you're struggling to achieve your goals?
- Do you worry about why your people aren't delivering the results you need?
- Are you a successful business that's grown in income and employee numbers, but your people policies and practices are the same now as when you were just 5 employees' and you recognise the need for change?
- Worried that your leadership team or people managers in your business don't have the skills and knowledge to motivate and nurture their teams to deliver the right results?

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 over 30 years in business, with 14 of those years spent in Sales and Operations roles and the last 22 years spent 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 continue to succeed.

It's taken me 20 plus years of insights and experiences to develop our 7 step High Performing Teams program and I'll work with you to share this knowledge with you and help you to implement the 7 steps to ensure you create high performing teams in your business who can help you to deliver your goals.

Month	Company time and resources required	Activity
Month 1	<p>None</p> <p>Employees complete EE Survey – leadership support required to ensure high return rate for validity</p>	<p>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.</p> <p>Conduct Employee Engagement Survey – establish base line and prepare full report with feedback</p>
Month 2	<p>Leadership and Management teams meeting 1/2 a day</p> <p>All Employees to attend 2 hour workshops over 2 - 4 days</p>	<p>Conduct the What, How and Why of the Organisation and gather input for creating the Company Values</p> <p>Gather employee input to create the What, How and Why and either create or re-invigorate the Company Values</p> <p>Meraki HR to draft your What, How and Why and your Values / update your Values based on Leadership and Employee feedback</p>
Month 3	<p>Management, Leadership and Employees to attend 2 hour workshops over 2-4 days</p> <p>Management, Leadership and Employees to attend 2 hour workshops over 2 - 4 days</p>	<p>Agree Job Description format and create Job Descriptions for all roles</p> <p>Create Company appraisal / performance review process</p> <p>Train managers and employees on new appraisal process</p>
Month 4	<p>Management & Leadership teams to attend a half day workshop over 2 days</p>	<p>Design Recruitment & Induction Process with Managers / Leadership team and employee input</p>

Month	Company resources Required	Activity
Month 5	Management, Leadership to attend a half day workshop where Meraki HR will present their findings	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	Employees complete EE Survey – leadership support required to ensure high return rate for validity Management, Leadership and Employees to attend 2 hour workshops over 2-4 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	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	Your time / employee time – maximum of 20 days this may be less dependent on your number of employees	

Investment Levels	Cost
<p>Included in this package is 1 hour of telephone support for the month's that we agree we will conduct each part of the program with you.</p> <p>We recognise that every business we work with wants to work at a slightly different pace and have designed this program to be run over a 7, 14, 21, month timescale to suit your business.</p>	<p>£28,000 plus VAT for 7, 14, 21 or 28 months of support. All invoices are to be paid within 10 days of receipt.</p> <ul style="list-style-type: none"> ● If delivering the program over a 7 month period, £4,000 is invoiced at the beginning of each month for 7 months. ● If delivering the program over a 14 month period, £2,000 per month is invoiced at the beginning of each month for 14 months. ● If delivering the program over a 21 month period, £1,333 is invoiced at the beginning of each month for 21 months.