

Barriers to Talent Maximization

Failure to Define Roles for Employees

As the saying goes, “Hope is not a strategy.” Knowing precisely where the organization is headed, how it is going to get there, and more importantly, having all employees from managers down to the front-line employees “rowing in the same direction” is a key success attribute of enterprises that create wealth.

More specifically, defining the major milestones and necessary accomplishments of the business plan and financial model is critical such that all employees know the extent of the progress and whether they should peddle faster or celebrate.

Ensuring Constituency Alignment¹ Between and Across all Levels of the Organization

Numerous research studies have proven that greater than 70% of management initiatives fail to achieve their targets because of poor process implementation including failure to achieve constituency alignment at the board, management, employee and partner levels.

It is very common for executives to become frustrated with their teams’ effectiveness and performance. Experience tells us that the majority of the time it is due to a lack of alignment.



Effective Team Alignment

Empowered Decision-Making Remove bureaucratic protocols/barriers and incent employees to drive efficiency, innovation and continual improvement

Consistent Pace How fast is everyone working? How quickly do we want to scale and grow? Overworking employees often negates long-term employee satisfaction and retention; conversely, failure to make measurable progress will de-motivate employees. Therefore, executives must create the appropriate organizational balance.

Employee-Led initiatives Key employees leading continuing improvement, innovation and exploratory projects is a requirement for today’s agile and change-oriented business.

Communication Rhythms Critical to assessing progress and initiating healthy debate; debate and open discussion are crucial to avoiding “Path of Least Resistance” behavior.

Contact Us
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¹Constituency Alignment is the agreement on the goals, activities, behaviors, culture and desired outcomes of the organization and the process for achieving these outcomes.

