

Approx. 67% of a regular working day is spent on emails/meetings.

Unproductive emails and meetings can cost 15% of wages and 20% of revenue



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Simple actions that transform decision making and performance:

- ~ Create a team mind set of sharing to build trust
- ~ Provide clear space for employees - delegate responsibility
- ~ Introduce "rules of engagement" to improve productive utilisation of email and meetings

Over 98% of employees believe
leaders are more effective when
they talk to team members

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Simple actions that transform decision making and performance:

- ~ Managers increase 1 on 1 time with each team member
- ~ Managers take on a mentoring and coaching role
- ~ Increase team work to foster collaboration and creativity

72% indicate they change their point of view after talking to a trusted work mate.

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Simple actions that transform decision making and performance:

- ~ Increase collaborative problem solving within and across teams
- ~ Avoid "I know best" management approach – create many experts
- ~ Spend time learning as a team, broaden understanding of the big picture

59% resist change if they have not
seen it work before.

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Simple actions that transform
decision making and
performance:

- ~ Create a strategic network
to influence and champion
change
- ~ Find like minded people to
share the story and influence
decision making.
- ~ Spend time discussing your
passion, what you believe;
communicate the "why"

85% of people will decide to adopt
and support change when they
believe in their own ability.

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Simple actions that transform decision making and performance:

- ~ Coach team members to hold growth mind sets around change

- ~ Create performance leadership standards that individuals can use to develop their own capability for the short and long term.

- ~ Provide opportunity for enthusiastic supporters to be part of strategic networks & share ideas and develop solutions.

77% of people choose to make “gut feel” decisions and resist change, rather than follow rational information they believe to be correct.

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Simple actions that transform decision making and performance:

- ~ Influence decisions through relationships – focus effort on face to face, one on one conversations.
- ~ Spend time discussing passions and beliefs; communicate the “why” along with the “how” and “what”
- ~ Create trust in numbers – review, reduce and reform your performance measures, reporting and meetings.

59% resist change when it is good
for shareholders but are uncertain
about personal consequences

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Five growth mind sets that increase an individuals ability to remain engaged during change:

- ~ Check your mind set to manage your reactions
- ~ Individual preparation gets you ready to contribute constructively to conversations and decision making
- ~ Questions reveal more information than statements
- ~ You need to talk about it to maintain focus
- ~ Time is limited so focus on the things that matter