



The P.E.O.P.L.E Factor



People

People are the lifeblood of your business. Mismanagement destroys productivity, but an attentive and invested leader will make a huge difference in retention rates, engagement, and profit.

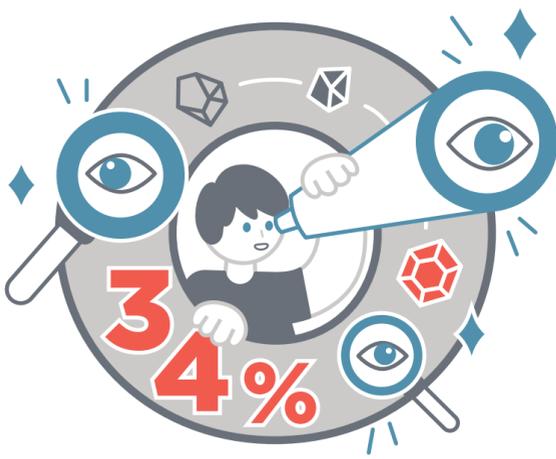
“Employees said managerial support was the most important aspect of company culture.” -ExecuSearch



Employee Experience

The employee experience can't be manufactured. It's a combination of rewards, development, culture, technology, wellness and more. Don't just throw trendy perks at your team — you can't solve people problems with objects.

“Half of employees would sacrifice their salary, as much as 29% of it, to work a job they enjoy.” -Kforce



Opportunity

How does your organization view opportunity? Shift your mindset — each day and situation is a new opportunity. Work on small, continuous improvements. These changes will take your team to the next level.

“Among employees who left their previous job, 34% said finding a new job with more career development opportunities spurred them on.”

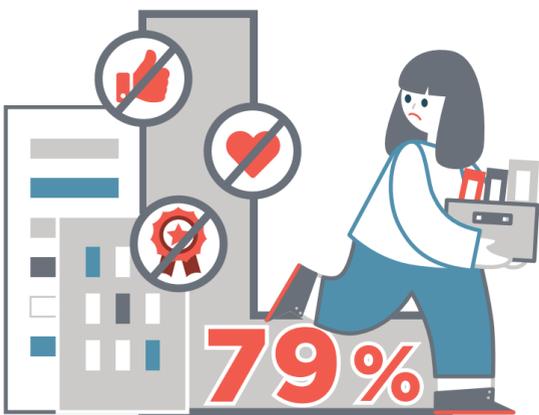
-The Harris Poll



Purpose

Instilling a compelling purpose in an organization gets its people aligned with its vision. If the vision is strong, and the people continually follow that vision, then their purpose will remain clear. Establishing that purpose will guide the work towards realizing the bigger picture.

“Working hard for something we don't care about is called stress; working hard for something we love is called passion.” -Simon Sinek



Leadership

Leadership isn't about being in charge; it's about who you're in charge of. If you center your individual people at the core of what you do, you will guide them the right direction. The way you define leadership will hugely impact the lives of your team.

“79% of employees quit their jobs due to lack of appreciation.” -Builtin



Engagement

Engagement is another factor that can't just be turned on, but it's crucial for your success. It's the result of all of your efforts and everything these letters represent. When you center your people in everything you do, your employee engagement rate will rise.

“Customer retention rates are 18% higher when you have well-informed and highly engaged employees.” -Smarp