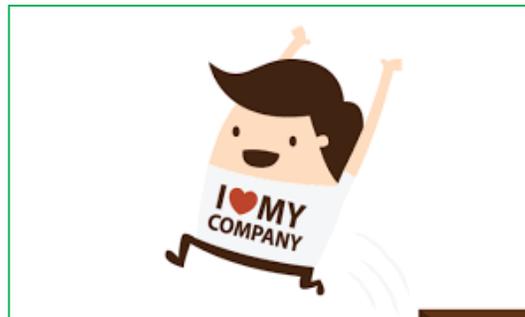
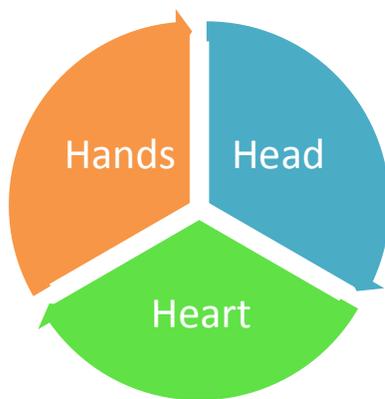


What do your employees think about your Organization?



Are you sure your employees will say this.



Each employee comes to the company with **Hands, Head and Heart**. How much of that are you able to tap?

Hands represent Actions

Head represents Intelligence

Heart represents Passion and Commitment

A survey says:

75% of employer's rate team work and collaboration as "very important" yet rewards are given on individual performance

97% of employees and executives believe lack of alignment within a team impacts the outcome of a task or project yet most managers are not trained in creating and managing alignment and team spirit

86% of employees and executives cite lack of collaboration or ineffective communication for workplace failures yet many managers are focusing on their fiefdoms and discourage supporting the 'enemy' department

90% of employees who responded in a survey believe that decision-makers should seek other opinions before making a final decision, yet 40% of employees believe that decision makers "consistently failed" to seek another opinion.

Less than half of survey respondents said that their organizations discuss issues truthfully and effectively.

The Five Key Challenges Faced by all companies over the next five years will be: **Collaboration, Agility, Transparency, Innovation and Productivity**; according to data based on more than five million employees worldwide by global management consultancy.

This research has brought notice to various challenging situations.

Research shows that many companies don't currently have the right strategies in place to respond to the challenges this brings through arguably their most critical asset – their people,"

Challenges	Important Statistics	Facts
Staff Retention	54%	Firms rated highest for engaging and enabling their staff achieve four and a half times the revenue growth of their lowest scoring counterparts and see up to 54% improvement on staff retention.
Training	50%	Only 50% employees believe they are given enough time for trainings .
Open Communication	43%	43% don't believe that their company communicates openly and honestly about change.
Right Level Decision	36%	36% feel that decisions are not generally made at the right level.
Speed of Decision Making	46%	About 46% are concerned about the speed of decision making at their firm.
Performance & Pay	45%	Only 45% feel that there is a clear and transparent connection between their performance and their pay .
Opportunities	43%	Nearly 43% feel that better performance won't lead to opportunities to progress.
Unfair Pay packs	52%	more than half (52%) believe they are not paid fairly for the work they do
Career Paths	41%	41% employees lack clarity on the possible career paths available to them.
Innovation	37%	37% of employees don't believe they're encouraged to take reasonable risks to try out new ideas.

Utilization of Ideas	47%	Well 47% employees feel their ideas aren't put into practice.
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EMPLOYEE ENGAGEMENT and Quality of Organization that one is building are interconnected.

Any leadership team not focusing on employee engagement levels are selling themselves short.

More than most of the other decision, hiring the right people, providing the right environment, investing time and energy in their development, continuous mentoring, involving in the decision making etc., are the key aspects of building a team of engaged employees.

Engaged Employees lead to :

Ownership

Creativity and Innovation

Better Team Work

Better Customer Service

Better Performance

Increase resilience in dealing with challenges

Strategic Thinking

Business Consultants Inc. Japan has a deep research in employee engagement and organizational efficiency.

OES (Organizational Efficiency Survey) and innovative products like THE (The Human Element – which is the advanced version of FIRO B) and LIFO® (Life Orientations®) a practical application of behavioral science that promotes individual and group productivity, all are BCon tools to build a powerful organization with People at the heart of the game.

Reach out to your partners at BCon to see how they can help you take your organization to the next level. www.bcon.jp