



Accounting • Engineering • Finance • General Management Human Resources
• Marketing • Operations • Risk Management • Sales • Technology

IMPROVING PRODUCTIVITY

Due to the high number of retirements, changes in business structure, and demand on performance and customer satisfaction, there is a need to be more efficient. Companies must navigate multiple challenges as they evolve including tighter budgets, lower unemployment, a wave of new technology, and increased regulations. The key differentiator that most influences productivity gains is the human factor.

The employee life cycle starts with hiring the best talent quickly and onboarding with strong orientation programs and training. Having a proactive plan to recruit, evaluate, and hire talent is essential. Eliminating time and excess steps in the hiring process allows decision makers to move quicker which speeds up talent acquisition as well as leaves a very favorable impression with the new employee. Bohan & Bradstreet has successfully partnered with companies to improve the hiring process by as much as 50% of the time.

Onboarding is essential to improving productivity. Streamline orientation and form completion. Enable a new employee to spend their first day on the job connecting with their team and making a meaningful contribution to productivity. Establish clear expectations from day one and align employee goals with department and organizational goals.

Provide continuous learning through mentoring, training, and gaining experience and exposure. Let the employee know how they are doing; complement good performance and address areas for improvement with a plan of action. Frequent feedback on a regular basis will increase productivity and goal attainment. Have the employee contribute on goal setting because the

more an employee becomes engaged correlates directly to improvements in performance and productivity. Encourage new ideas and continuous learning.

Identify the disengaged and investigate reasons. Partner and come up with an action plan that the employee agrees with to turnaround performance. Provide training and create goals. Review progress and measure performance. Recognize and reinforce improvements. Do not become hostage to underperforming employees and encouraged them to move on. It is not unusual for employees to outgrow companies and companies to outpace employees.

Recognize performance gains. It is infectious. Identify and reward talent with upside potential. Increase their visibility and enable with opportunities to develop new skills and take on additional responsibilities and/or projects. In this competitive business world, most companies do not have the luxury of bench strength and need to be actively engaged in succession planning at all levels. Therefore have a pipeline of candidates for positions of “higher need” is both prudent and proactive. Improving productivity will not happen unless there is a commitment to excellence, a plan of action, and focused effort.

Ten Recently Completed Searches

Purchasing Director, Consumer Products Industry
Senior Accountant, Regional CPA Firm
Operations Manager, Capital Equipment Distributor
VP Information Technology, Automotive Products Manufacturer
Digital Marketing Manager, Consumer Products Distributor
Human Resources Director, Home Healthcare Provider
Senior Product Engineer, Automation Products Industry
VP Corporate Development, Engineering Services Leader
Finance Director, PE-Financed Marketing Service
Distribution Manager, Leisure Products Company

Job opportunities

Employers



- 65% of HR executives want to have a more strategic role in their organization?
- Bad hires affect morale, reduce productivity, and often initiate legal issues?

- Americans spend over \$200 billion on fast food annually?
- 10% increase in workforce training results in an 8+% gain in productivity?
- American eat an average of 3,750 calories a day?
- 63% of employees feel that fully utilizing their skills and abilities is the #1 contributor to job satisfaction?
- Babies are born without kneecaps?

Bohan & Bradstreet, Inc.

2488 Boston Post Road | Guilford, CT 06437 | Phone: (203) 453.5535

 JOIN OUR EMAIL LIST

 FORWARD THIS EMAIL

