



**Karl Davis**  
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CONSULTING

*Building Performance Improvement*

Welcome to

The National

Motorcycle

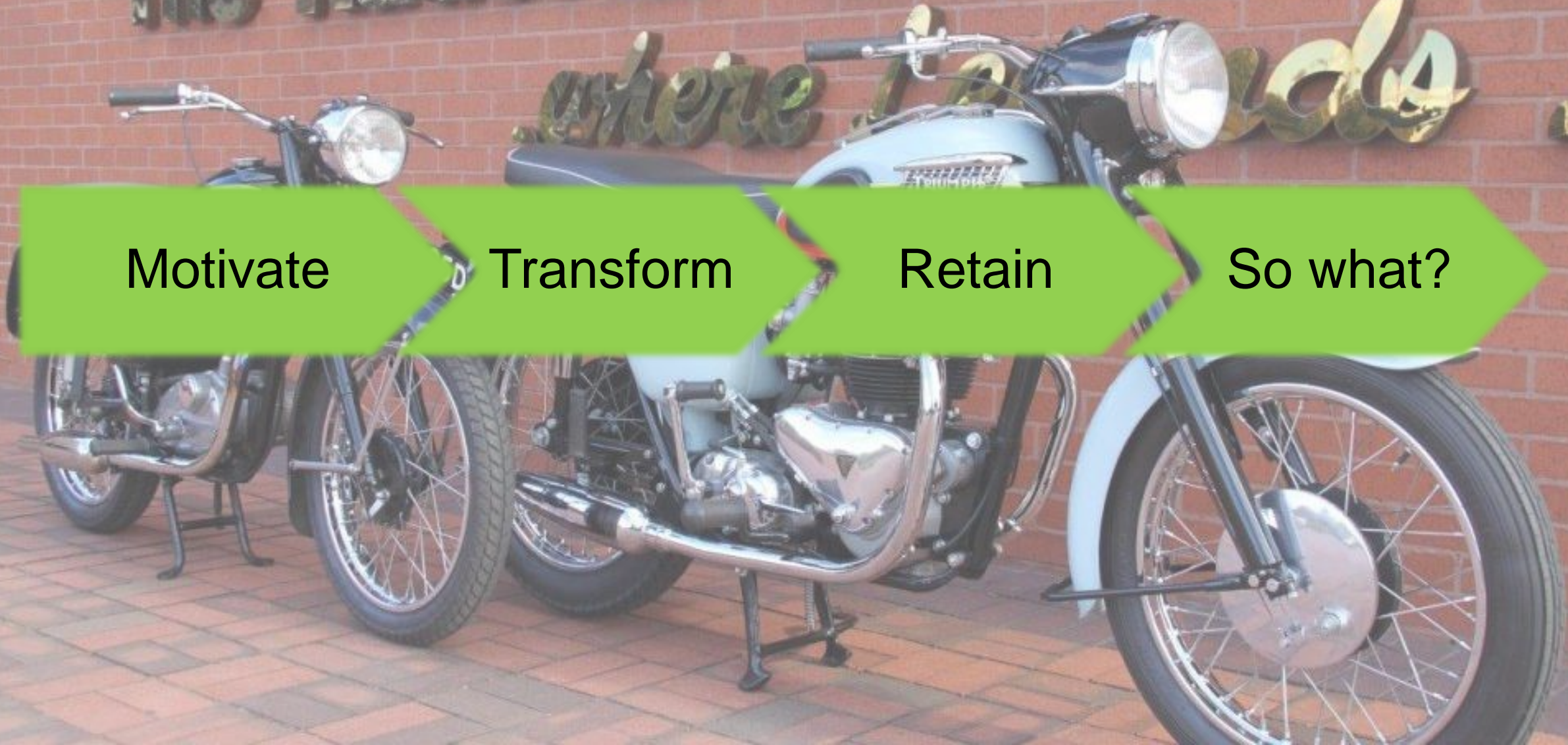
where it's all about

Motivate

Transform

Retain

So what?







Motivate

Transform

Retain

So what?

# Motivate: What

- Self-motivated people
- Know your people
- Engage your people
- Trust your people
- Recognise your people

 PERSONNEL TODAY

Navigation 

## Cost of Absence to UK Economy Rises to £18 Billion

By FirstCare on March 9, 2017 in Uncategorized

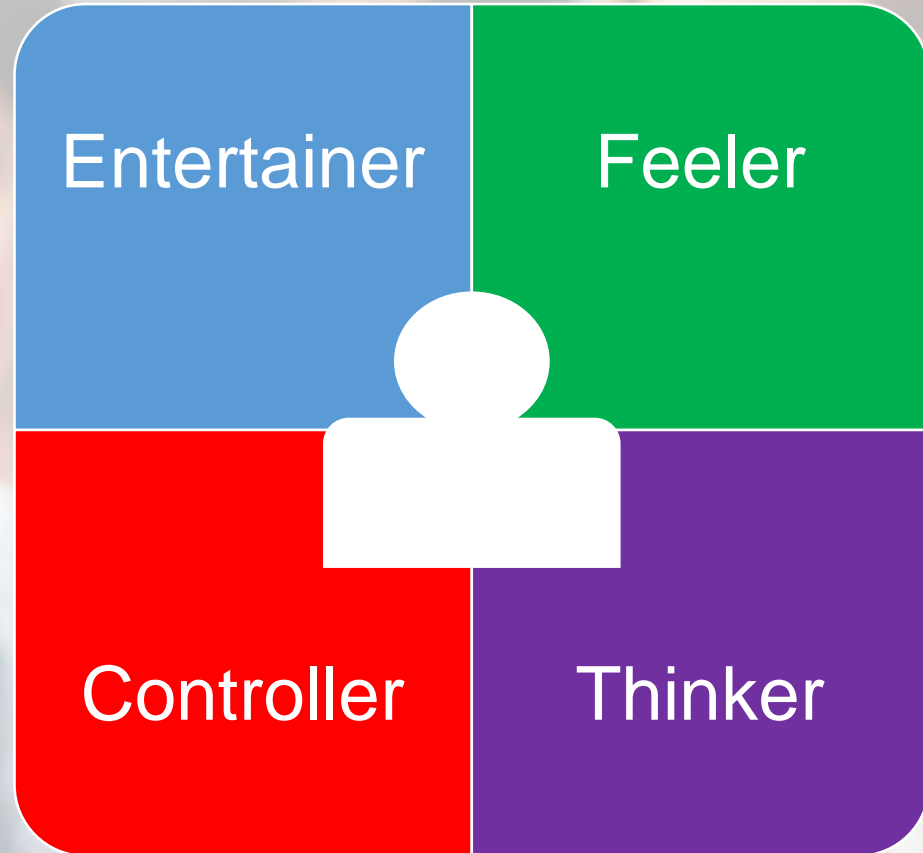
A new report shows that workplace absence is costing the UK economy £18bn in lost productivity. This is part of an increasing trend that has seen workplace absence increase year-on-year since 2011 – having previously been on a downward trend since 1993. As a result, the report predicts that the cost of absence will increase to £21bn in 2020, and increase to £26bn in 2030.

The analysis from Centre of Economic and Business Research commissioned by workplace absence management specialists, FirstCare is part of a wider report, Change at Work: How Absence, Attitudes and Demographics are impacting UK employers.

A major contributor to the increased levels of



# Motivate: How



- Self-starter evidence
- Four personality profiles
- Where, not how
- Failure, not incompetence
- Continually celebrate success

A group of business professionals in a starting crouch on a running track, with a central green arrow pointing right.

Motivate

**Transform**

Retain

So what?

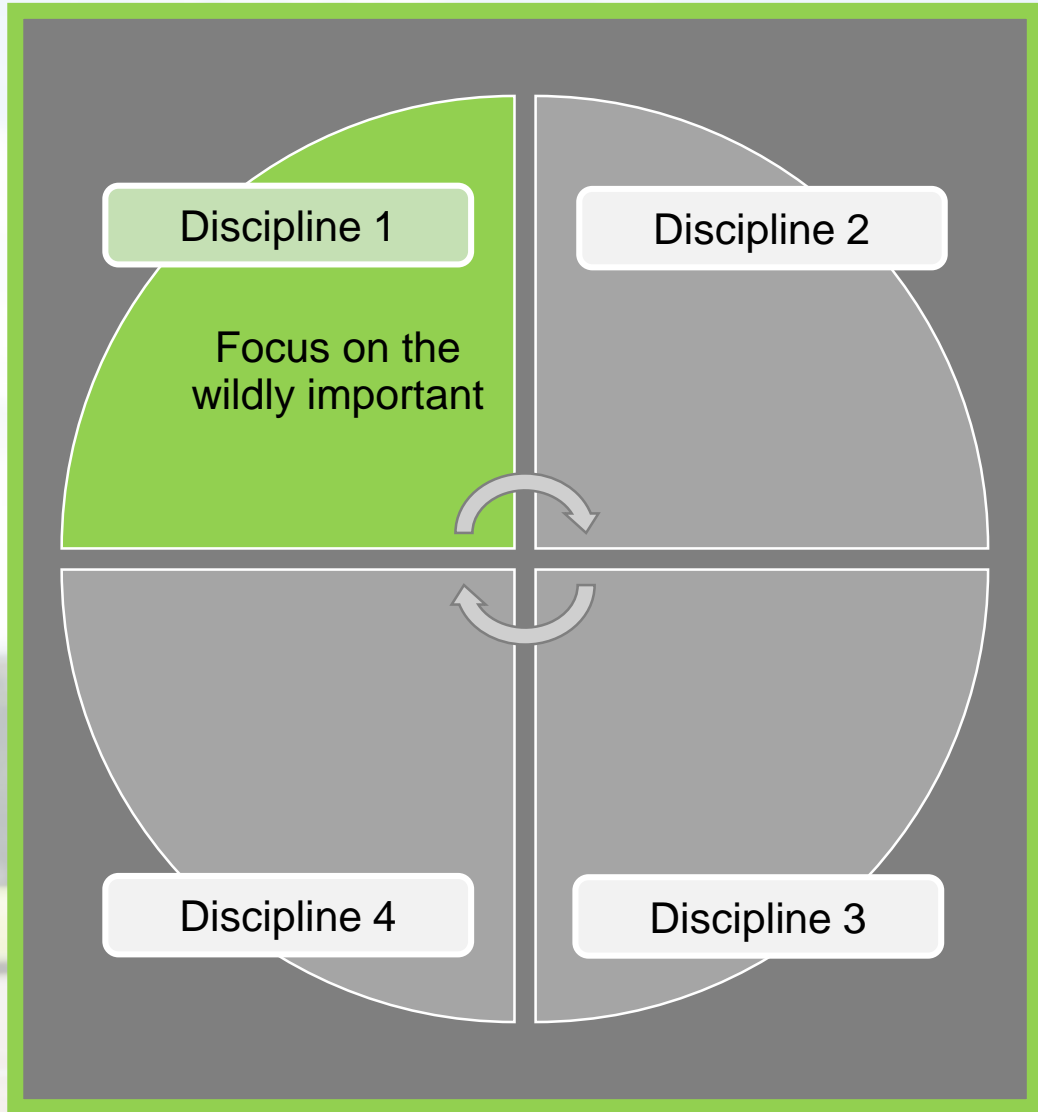


# Transform: What

- Reasons for being
- Culture of performance
- Set “stretch” goals
- Coach them often
- Cost to Asset



# Transform: How

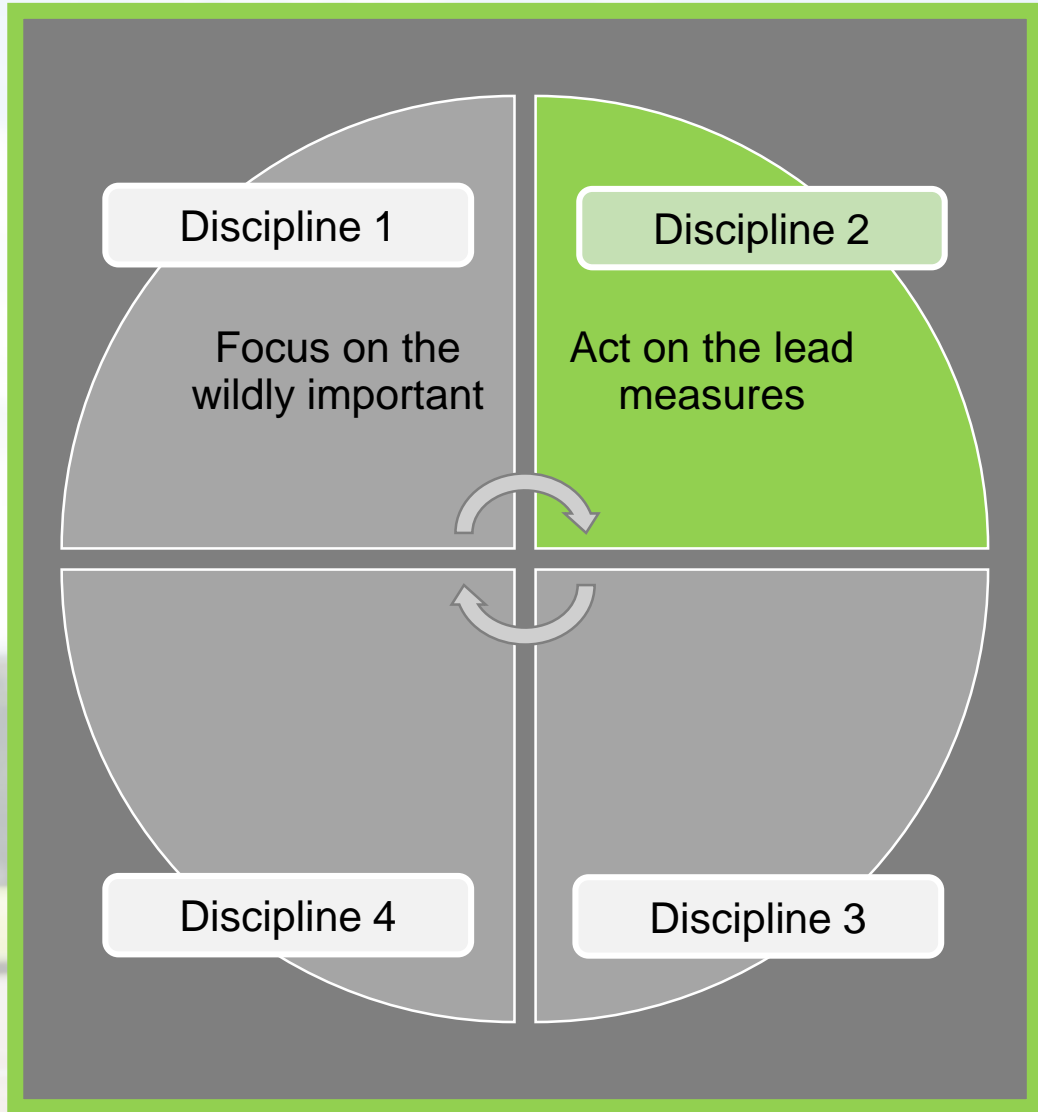


- Value Drivers agreed
- Know the 4DX





# Transform: How



- Value Drivers agreed
- Know the 4DX



# Transform: How



- Value Drivers agreed
- Know the 4DX





# Transform: How



- Value Drivers agreed
- Know the 4DX
- Real opportunity based
- Five step coaching
- Personal Growth Plan

A photograph of two business professionals shaking hands over a table. A graphic overlay consists of four chevron-shaped arrows pointing right, connected in a sequence. The first, second, and fourth arrows are light gray, while the third arrow is bright green. The text 'Motivate', 'Transform', 'Retain', and 'So what?' is placed inside each arrow respectively. The background is a blurred office setting with a window.

Motivate

Transform

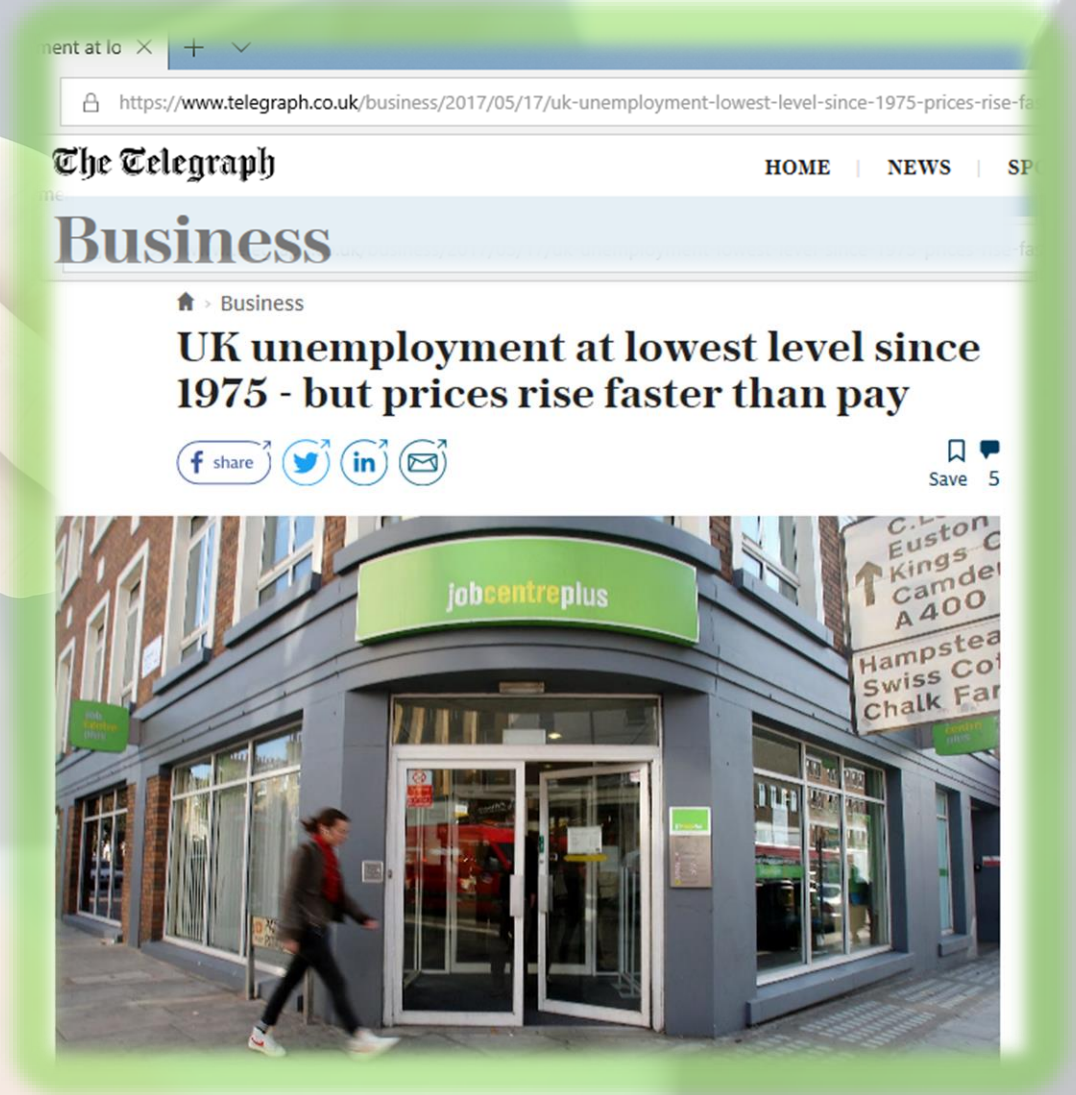
**Retain**

So what?

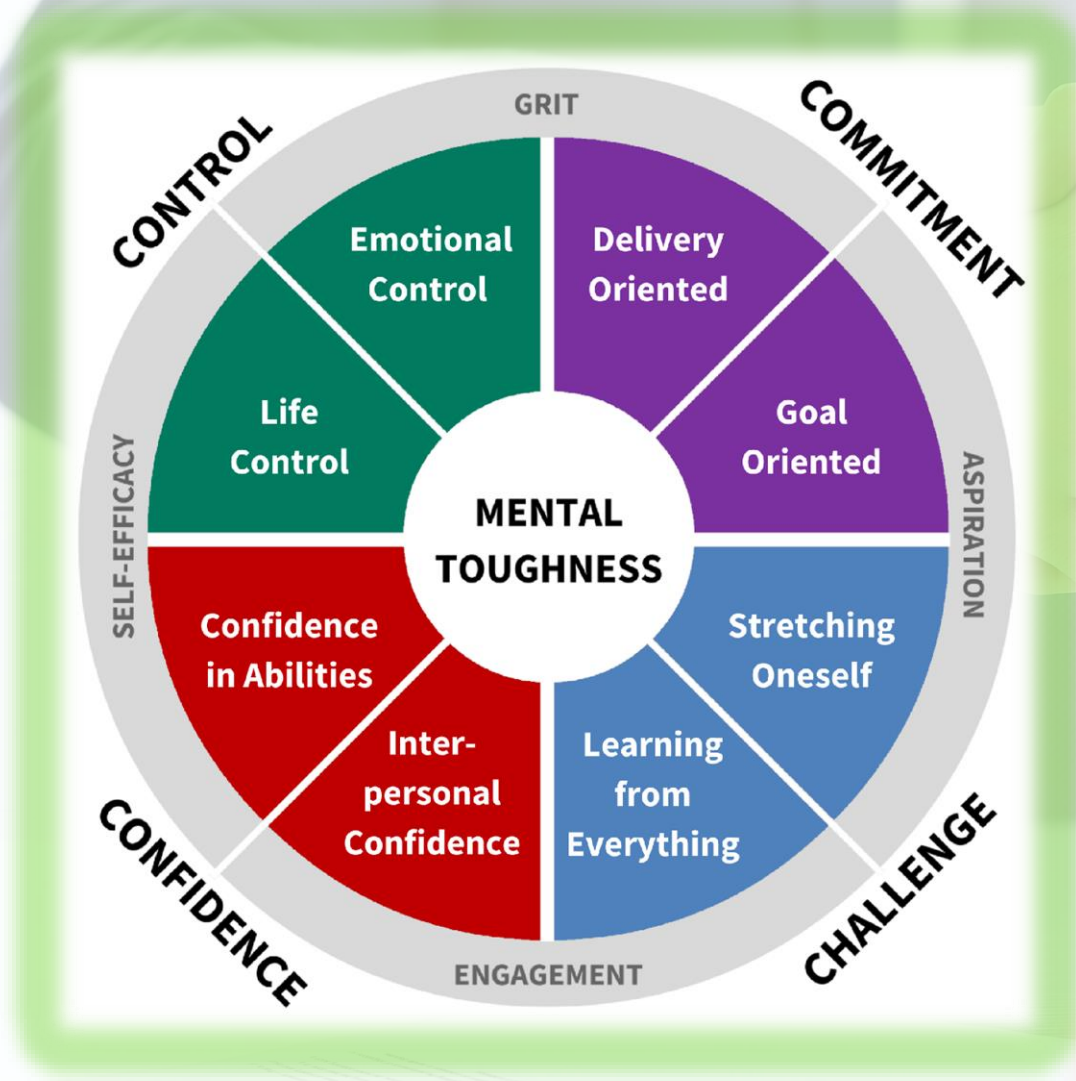


# Retain: What

- An employees market
- Hire for culture
- Understand the gaps
- More with less
- Employees leave managers



# Retain: How



- Strong employer brand
- Marriage not date
- Complete due diligence
- Consider Mental Toughness
- Handle with care





Motivate

Transform

Retain

So what?



# SO WHAT?

**Look up and read  
the road ahead**

**Have a clear plan  
of the line you're  
going to take**

**And remember,  
improvement is a  
journey not a  
destination!**

**Look for fun routes,  
not just daily  
commutes**

**Work on your  
technique, especially  
if it's been a while**





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*Building Performance Improvement*