

Workforce Compatibility

Develop a Highly Engaged and Productive Workforce

The quality of the relationship between manager (executive, director, manager or team leader) and employee significantly impacts employee performance. Managers and employees who understand each other's style are highly productive and engaged.

- A significant factor that drives employee engagement and productivity is the employee's relationship with their boss.
- Research consistently shows the primary reason employees leave a company is because of conflict with their manager.

Workforce Compatibility is a valuable management tool that combines insight into the unique working characteristics that can impact the employee/manager relationship, along with actionable information on how the employee and manager can work together to:

<p>The More a Manager Understands an Employee, the More Effective They Can Be</p>	<ul style="list-style-type: none"> • Understand differences in working styles between managers and employees • Receive specific guidance on how the manager and employee interact to: <ul style="list-style-type: none"> ○ Increase productivity ○ Improve communications between manager and employee ○ Identify and avoid potential management conflicts ○ Resolve ineffective working relationships • Enable managers to easily create a custom management strategy for every employee in their organisation as every employee/manager relationship is unique and requires a different management strategy to achieve best results. 				
<p>Used for:</p>	<p>Resolving situations in which managers are "out of sync" with their employees, resulting in low productivity, dwindling morale and high employee turnover.</p>				
<p>Provides Insight into 7 Key Characteristics</p>	<p>Characteristics that define the relationship between an employee and their manager. These include:</p> <ul style="list-style-type: none"> • Self assurance • Self reliance • Conformity • Optimism • Decisiveness • Objectivity • Approach to Learning 				
<p>Type of assessment</p>	<p>Normative</p>	<p>Time to take</p>	<p>50 minutes</p>	<p>Results turnaround</p>	<p>Immediate</p>
<p>What you will receive</p>	<ul style="list-style-type: none"> • You pay ONCE for two candidates – manager and employee • Two, visual, clear reports with simple graphics and language: <ol style="list-style-type: none"> 1. The Supervisor Report provides detailed analysis of the quantitative differences in ratings between the manager and the employee for the 7 characteristics. <ul style="list-style-type: none"> • The Profiles Summary provides a high level overview of the major working styles for the 7 characteristics. • The Characteristic Comparisons section provides quantitative ratings identifying similarities and differences between the employee and the manager for the 7 characteristics. • The Working Together section provides specific recommendations on how to best manage the employee based on the similarities and differences in working characteristics. • The Next Steps section provides detailed instructions on how to successfully implement Profiles Workforce Compatibility solutions. 2. The Employee Report provides an employee-centric perspective of the similarities and differences in working characteristics of their manager, with specific guidance on what they can do to best work with their manager. 				
<p>For more about the Workforce Compatibility</p>	<p>Call: 0845 600 1556 Email sales@tlsa.co.uk The Leadership & Sales Academy, Paisley House, Farnham Lane, Haslemere, Surrey, GU27 1EU, United Kingdom.</p>				