



PMINJ Chapter 02 May Symposium 2016



Alignment: The Path to Success

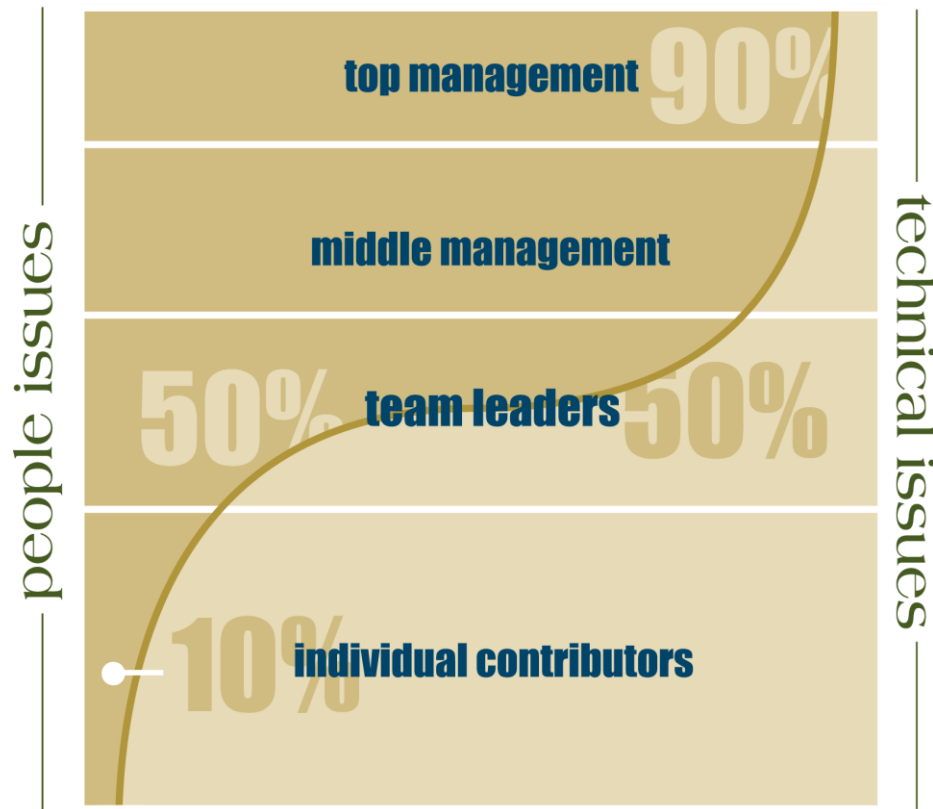
Tom Crea
Blackhawk Consulting Group
tom@blackhawkleader.com



the Skills Curve

Achor:
37% / 31%

Fortune:
40% / 82%





Gallup:
30% / 70%

BBW:
68%





Alignment

Leadership

-  Who you name manager
-  Single biggest decision a company makes

Best-managed companies...

-  Nearly 50% fewer accidents...
-  Far less in healthcare costs...

Top 25% — best leaders

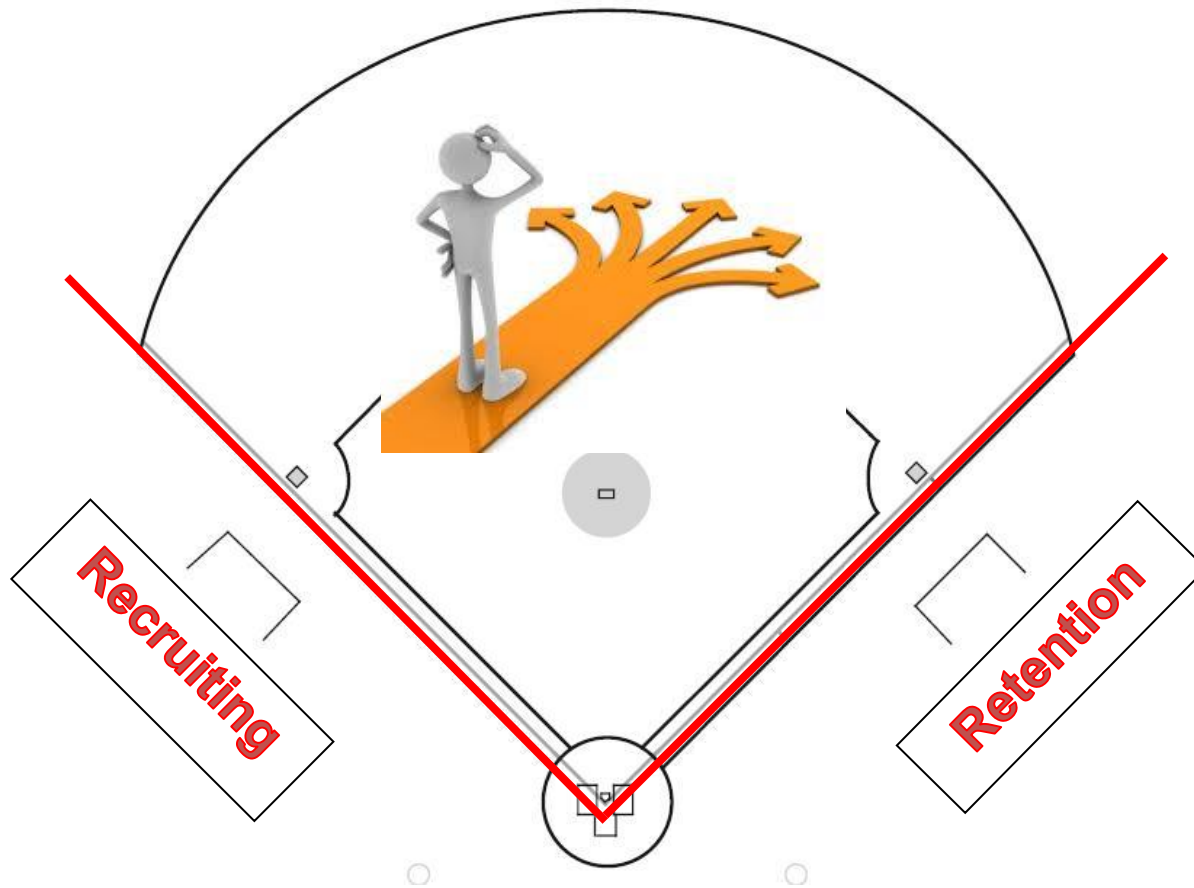
Bottom 25% — worst leaders



Values



Culture




Culture

Recruiting

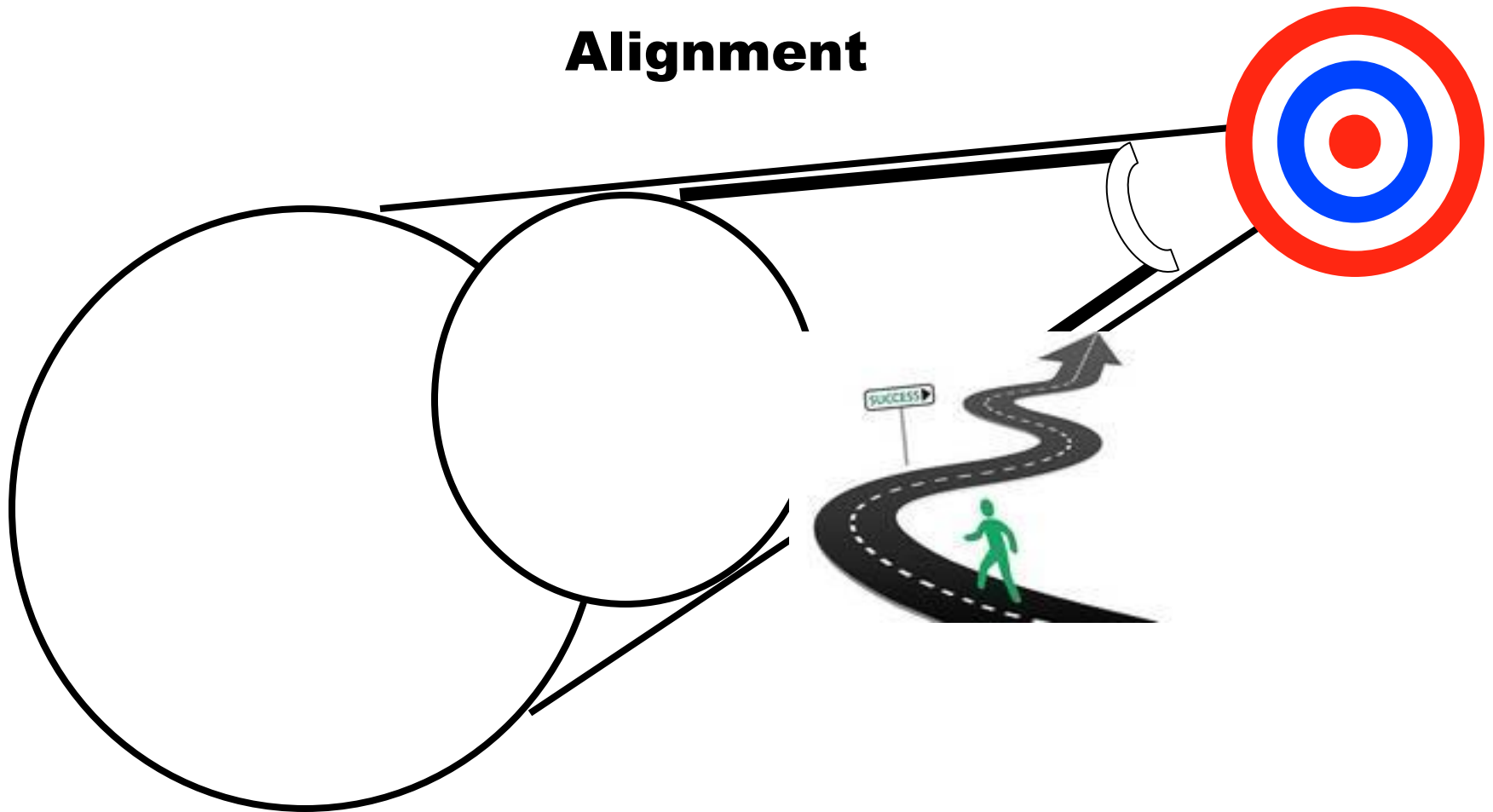
 If you build it, they will come... What your company... markets

Retention

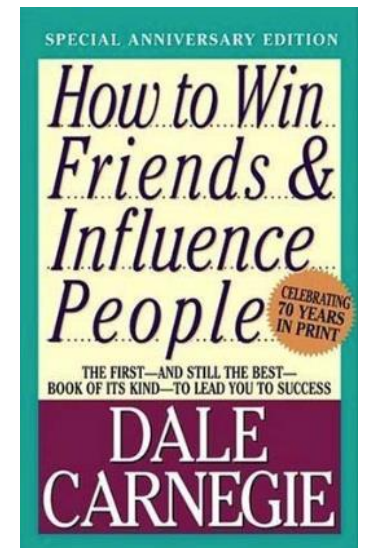
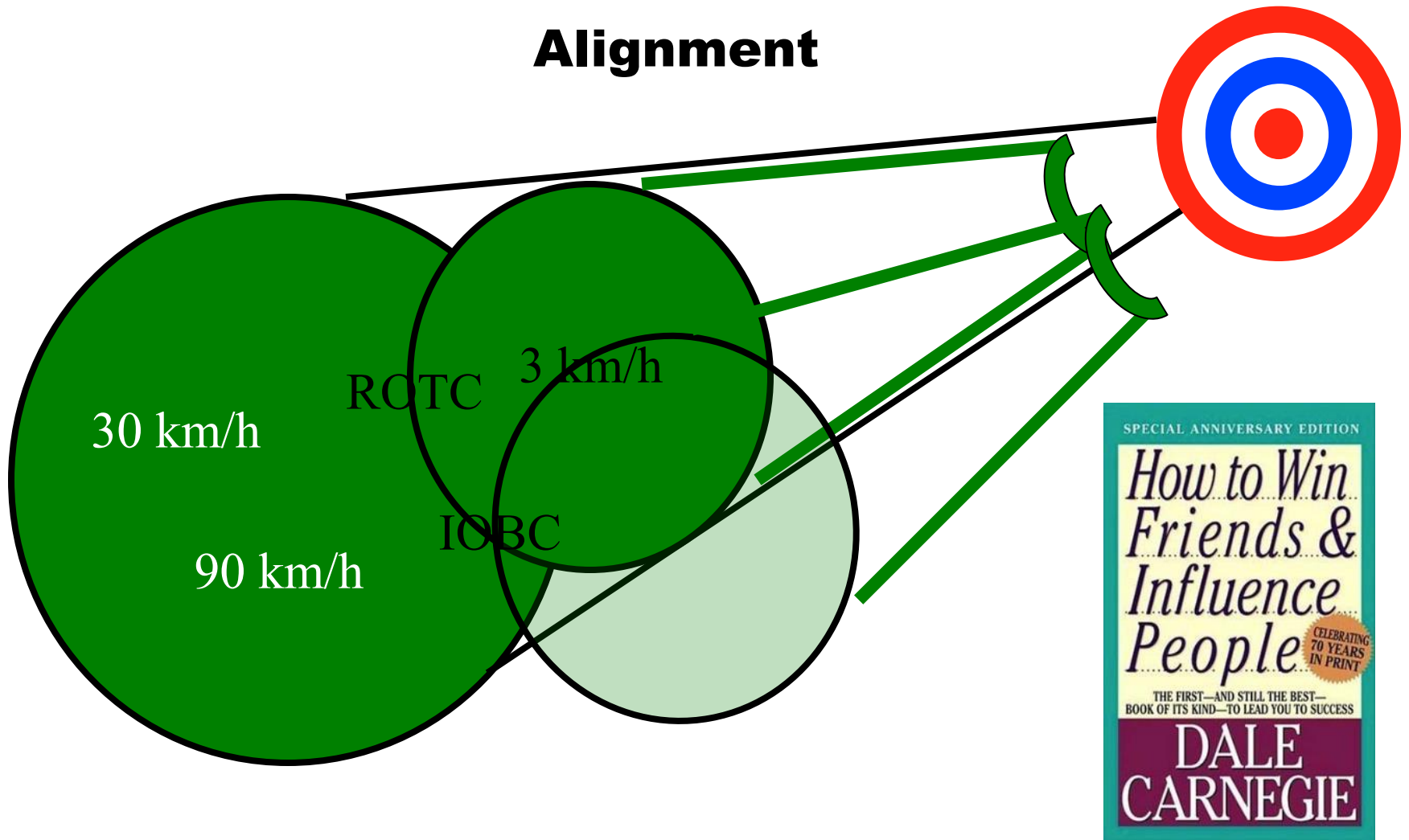
 If you practice it, they will stay... What your company... lives.

 Values are defined by the organization, but it is the membership, YOUR actions, YOU create the culture.

Alignment






Alignment






Aligned Projects

Higher

-  Productivity
-  Profitability
-  Customer Ratings

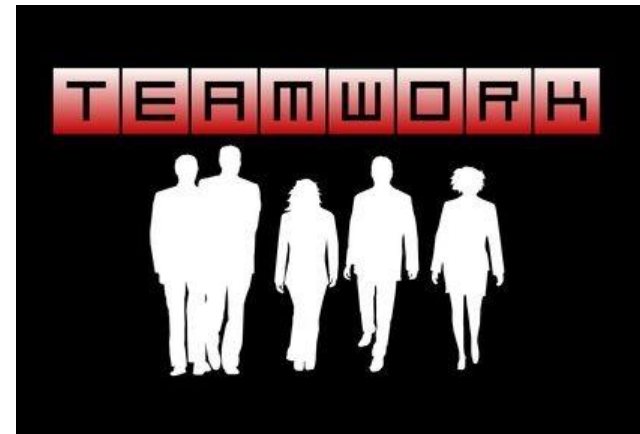
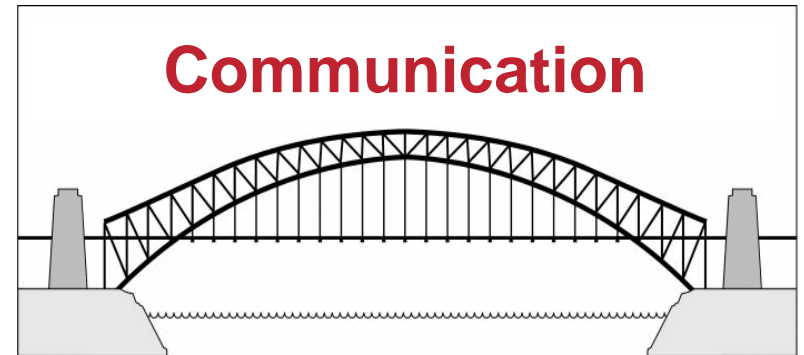


Lower

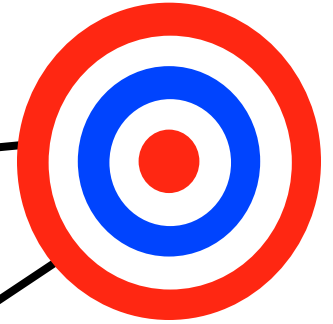
-  Turnover
-  Absenteeism
-  # safety incidents



Alignment



Alignment



“... when business
values the employee
and
the employee
values the business.”