HR Outcomes Insights Playbook:

Increase Performance by Focusing on Productivity

Understanding the Theme: Productivity

Productivity refers to how efficiently and effectively your team accomplishes their tasks and objectives. It's not just about the quantity of work being done, but also the quality and value of results produced. By focusing on top priorities, eliminating blockers, and celebrating wins, organizations can foster an environment of sustained productivity in order to maximize performance.

The Connection Between Productivity and Performance

1 Efficiency and Effectiveness: Enhanced productivity means tasks are completed efficiently, leading to better performance outcomes.

2 Clear Priorities: Clearly laid out priorities and their relationship to broader objectives lead to reduced confusion and enhanced execution.

3 Motivation and Morale: Recognizing and celebrating productivity instills a sense of achievement, driving individuals to perform even better.

How to Measure Impact

Insights highlight these themes on your HR Outcomes Dashboard to show you areas in your organization that are low in specific drivers or manager competencies.

Using this as a baseline, the next time an Engagement Survey with Drivers, Manager Effectiveness Survey, or Manager Effectiveness Review goes out, you can observe whether the actions you're taking have moved the needle.

Getting Executive Buy-in

For executive leaders, understanding the financial and strategic implications of enhanced productivity, and how HR can make an impact, is crucial.

Direct Impact on Revenue:

Enhanced productivity means teams can accomplish more in the same timeframe. This acceleration can lead to faster product launches, quicker market penetration, and the ability to seize market opportunities before competitors.

According to McKinsey, companies with effective managers were up to 2.2 times more likely to outperform their industry peers in terms of revenue growth.

Operational Effeciency and Cost Savings:

Eliminating blockers and optimizing workflows can reduce operational costs. Fewer hours wasted translates to cost savings, which can be allocated to strategic growth initiatives.

According to Bersin, organizations that invest in leadership development see lower turnover rates and higher employee engagement.

Employee Turnover and Recruitment Costs:

According to McKinsey, high-performing managers can reduce employee turnover by up to 40%.

High productivity environments, coupled with recognition, lead to higher job satisfaction. The inverse correlation between job satisfaction and turnover is clear. By boosting productivity, an organization can reduce the costs associated with turnover and recruitment.

Recommendations for Taking Action

1 Manager Training

Managers play a pivotal role in setting the tone for **productivity.** They need tools and knowledge to guide, support, and recognize their teams effectively.

Empower your managers with these productivity-focused **Transform Microlearnings:**
- Driving Psych Safety with Role Clarity
- Setting Goals That Matter
- Recognition That Drives Engagement

Best Practices

Encourage immediate application of learnings, establish feedback channels for continuous improvement, and share success stories to inspire other managers.

2 Weekly 1-on-1s

Incorporate discussions about **productivity** in manager 1-on-1s. These can highlight notable wins, goal progress, as well as any blockers or challenges.

This allows for real-time feedback, course corrections, and celebrations, keeping productivity front and center.

Best Practices

Create a safe space for open dialogue, actively listen, and ensure discussions balance both achievements and areas for improvement.

3 Weekly Check-ins

Emphasizing wins each week helps maintain positive momentum and provides much-needed accountability.

These interactions communicate the organization's commitment to **productivity** and provide timely interventions when someone falls behind.

Best Practices

Respond in a timely manner, be specific with feedback, and ensure a blend of encouragement and constructive guidance.

4 Give Recognition

Publicly recognize achievements related to **productivity**, reinforcing the behaviors and the results your organization wants to amplify.

Public appreciation, like High Fives, not only boosts the recognized individual's morale but also sets a benchmark for the entire team.

Best Practices

Be genuine with praise, highlight specific achievements, and encourage a culture where peers also celebrate each other's successes.

Getting Manager Buy-in

Getting managers to buy-in, understand, and actively participate in driving performance through productivity is essential to delivering tangible results.

Here's why embracing a focus on productivity is paramount for managers:

Direct Influence on Team Morale:
Recognizing achievements, streamlining processes, and setting clear priorities directly impacts trust, team morale, motivation, and ultimately performance.

Enhanced Team Cohesion:
By actively engaging in recommended actions like regular 1-on-1s and check-ins, managers foster a culture of open communication which not only resolves blockers faster but also promotes team unity and collaboration.

Personal Leadership Growth:
Managers who can inspire productivity are better equipped to mentor, guide, and inspire their teams, furthering their own managerial competencies and career growth.

Recommendations for Manager Engagement

1 **Communicate early and often:** It's essential for managers to understand that this isn't just another task added to their already full plate. Emphasize the benefits of these actions not just for the organization, but for their teams and their own personal leadership journey.

2 **Workshop the "Why":** Consider hosting a workshop or discussion session emphasizing the goal of improving performance by focusing manager actions on productivity. Highlighting case studies, telling stories that highleigh what success looks like, and sharing real team data can make this more relatable.

3 **Continuous Feedback Loop:** Encourage managers to share their feedback, challenges, and success stories as they embark on taking the recommended actions. This continuous feedback will not only help refine the process, but also emphasize their pivotal role in the initiative

Examples of Actions

Real examples so you can take action within 15Five today.

Check-in Questions

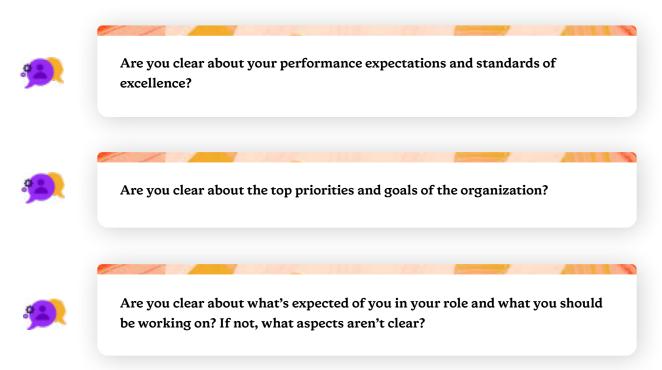Learn more about adding questions to your check-ins in the 15five Help Center.

When do you feel most productive at work?

How effective do you feel in your role? What do you need in order to become more effective?

Do you feel like you are doing too much work that is nonessential to acheiving your main objectives? If so, how can we change that?

1-on-1 Talking Points

Include talking points focused on role-clarity in upcoming 1:1s. Some examples from 15five's science-backed question bank include the following below. Learn more about adding talking points to your 1:1s in the 15five Help Center.

Are you clear about your performance expectations and standards of excellence?

Are you clear about the top priorities and goals of the organization?

Are you clear about what's expected of you in your role and what you should be working on? If not, what aspects aren't clear?

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Giving Recognition with High Fives

Learn more about best practices for High-Fives in the 15five Help Center. Give High-fives that highlight specific productivity-focused achievements.

> @[name] great job writing that research-backed blog post - the research elements that you included were extremely relevant to the feature we were highlighting and you finished the post well-before the deadline!

Sample Communication to Managers

Subject: Boosting Performance: Let's Champion Productivity Together

Dear [Manager's First Name/Team],

Exciting times ahead! As we continually seek ways to maximize our performance, a key theme has emerged: Productivity.

As a manager, you're at the heart of this initiative. We've identified some key actions for you to take over the coming [timeframe] to amplify our productivity:

1. Engage in Manager training by taking these micro-learning courses: Driving Psych Safety with Role Clarity, Setting Goals That Matter, Recognition That Drives Engagement
2. Hold Weekly 1:1s: Dive into productivity wins, progress, and address any blockers.
3. Conduct Weekly Check-ins: Emphasize team achievements and provide timely coaching.
4. Give a High-five: Recognize and celebrate team milestones and accomplishments.

You'll be able to track and complete these actions on your 15five homepage! Embracing this initiative is an opportunity to sculpt our organization's future and underscore your pivotal leadership.

Together, let's turn these actions into impactful outcomes!

Warm regards,
[HR Lead's Name]