



# KEYS TO SUCCESS

## Organizational Development: *DEVELOPING PEOPLE*



**“You don’t build a business. You build the people and then the people build the business.”**

**- Zig Ziegler**

As your company expands, the more **you as a leader need to rely on your people as an extension of your company and you.**

Your people are your champions, your sales and marketing advocates, your revenue producers.

Some companies make the mistake of treating people development as a “nice-to-have” versus a “must-have.”

It’s unlikely that those companies will reach their full potential. Why? Because **strong businesses require strong individual contributors and personnel who work productively together.**



Wouldn't you enjoy **having people with trusted functional and managerial experience** who can take on additional responsibilities, freeing you to focus on other priorities?

Developing staff within your organization takes skills, thought and planning. When done right, your people appreciate it and are motivated. We help you do just that by partnering with you in training/coaching you specifically to:

- Use appropriate leadership/management practices that build commitment within the workplace;
- Understand the power of alignment amongst vision, mission and objectives and create development objectives to support this alignment;
- Set achievable performance goals with your people that contribute to measurable business success and their personal growth;
- Provide constructive feedback, both in informal coaching opportunities and in formal performance reviews;
- Use strategic techniques to help people take personal responsibility for their own performance, development needs and performance improvement;
- Set clear performance expectations that support your company in achieving goals without confusion or blame;
- Establish clear, challenging performance goals and a business climate for success;
- Develop a Performance Development Process that is tailored to your business; and
- Develop and implement individual and unit-wide performance improvement plans.

**Get in touch with  
YES today  
for key people  
development  
training or  
coaching!**