



PERSONAL EFFECTIVENESS & PRODUCTIVITY (PEP)

You need:

- Productivity and performance today. People who can grow with you to meet the challenges of tomorrow.
- People who can communicate and get on well with a wide range of individuals, teams and groups.
- Developing and selecting effective employees - productive, contributing, adaptable - who will achieve results and make the biggest contribution to your organisation.
- Flexible, aware and responsive, resilient people who can help you shape the future and create the organisation you need.

What PEP can do for you

Being effective is not about personality. That is far too broad brush. It is about using very specific behaviours and skills.

But most employees don't know what they need to be successful, and they don't know the extent to which they already apply those skills. PEP diagnoses the use of those skills and analyses how they impact performance, goal achievement, relationships and change.

PEP provides specific recommendations for change that aligns what they do and what they achieve with your business performance.

Many individuals unwittingly do things that are counterproductive, that derail their contribution to results. These Derailers can have 3 to 10 times more impact, albeit negative, than the constructive things they do and so discount or overshadow any successes. PEP identifies the individual's Derailers, explains their consequences, and recommends how to convert that energy into something positive.

What an employee does or does not do impacts on the results they achieve. PEP analyses the impact that an individual's behaviour has on the results they achieve for your organisation - and again recommends how they can increase their contribution.

“The right person with skills around flexibility and adaptability will survive anywhere, in any industry”

– Nigel Paine, former head of people development BBC.

What is more, both you and your employees will know how successful they have been in applying these PEP skills in the workplace. PEP will quantify on-job changes and a financial ROI can be calculated on the intervention, so you know the financial value of your investment in your people.

Robustly Researched

Originally researched in the early 2000s. PEP research has been reiterated several times, latterly in 2019. It set out to identify what enabled employees to be effective high performers.

Clients who took part in the research defined an effective high performer as someone who:

- Consistently achieved their goals
- Enjoyed mutually rewarding relationships with others (inside and outside the organisation)
- Appropriately initiated and successfully managed change
- Are productive and efficient
- Are emotionally stable and stress free

Our non-theoretical, empirical research identified what real, successful people did in the real world, in real organisations. This has resulted in the statistically robust PEP diagnostics.

Successful, high performers:

Have a clear vision – what they need to achieve (goals and outcomes) so that their effort makes a difference, being open-minded and resilient.

Demonstrate Drive – focusing effort and going the extra mile, engaged to deliver what is important, while learning from experience.

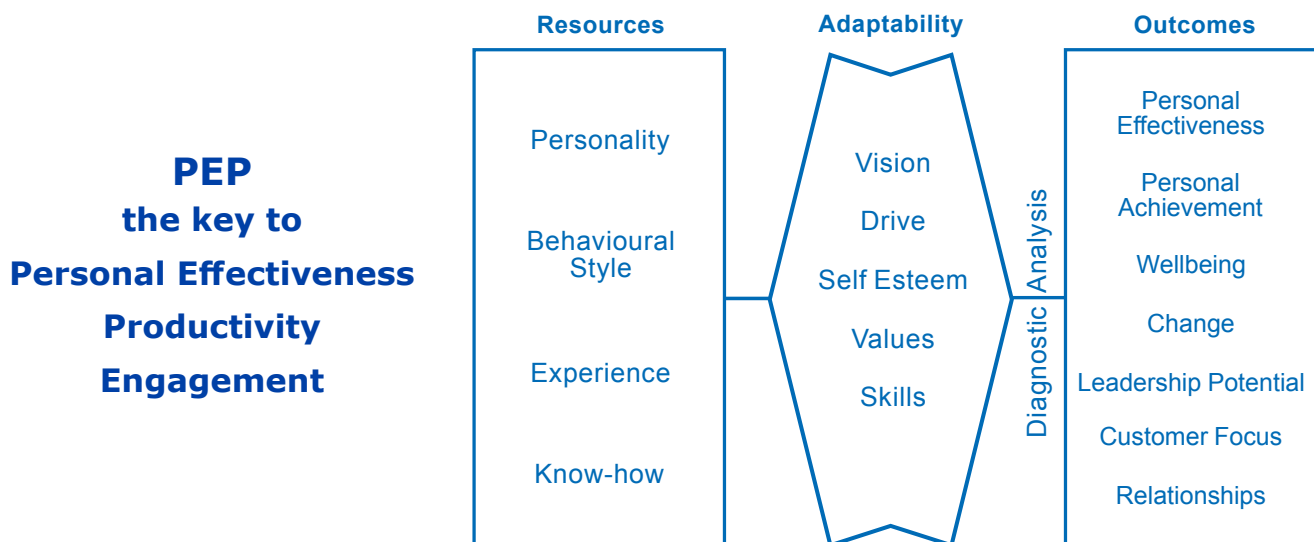
Display Realistic Self-esteem - know their own strengths and weaknesses, play to their strengths, demonstrate self-belief, present themselves appropriately, confidently explain the value of their contribution.

Manifest Trust and Respect and Interpersonal Skills to build Effective Relationships - inside the organisation and with external networks.

Use Systematic, Critical Thinking Skills - to creatively solve problems; make rational, tough decisions; plan and organise.

All the above scales are subsumed under our meta-scale, Adaptability.

All of these are measured in PEP diagnostics and along with the Derailers, analysed to determine how they impact on the Results and Outcomes the individual achieves and how that relates to the results your organisation is seeking, as defined by your business strategy.



What PEP has done for others

- Overall, over 70% of PEP Participants are measured, by others, as significantly more effective 6 months or so after their first report.
- Reduction in sickness and absenteeism resulting in £Ms savings in one emergency services organisation
- 32% increase in sales due to improved team effectiveness in one hi-tech client
- Fatalities reduced to zero and lost time incidents reduced by over 50% when used as the basis for a safety programme in an environmental services organisation
- Outsourcing contract due to be cancelled, was retained as a result of putting the account management team through PEP; impressing client with a new high level of customer service, retaining the contract (worth £50M p.a.)

Your organisation's success depends on the effectiveness of your staff. Enable them to maximise their potential to be successful, productive, achieving.

Contact us today:

Verax International Ltd
email: info@verax.co.uk web: verax.co.uk