

## Lesson 6 - Building Bottom-line



**Tools To Improve Employee Performance**



## **Reflection on how well you are building the foundations of Bottom-Line**

Bottom-line is more than just profit. It is also about the bottom-line to people and our planet. In this review you mostly focus on financial bottom-line. While not the full picture it is a good place to start.

- My team proposes equipment/system improvements backed by financial and operational analysis (i.e. compare costs of equipment to annual payback of implementation)
- My team makes decisions on equipment and/or procedural changes based on relevant data and clear reasoning
- My team participates in production volume / service delivery and budget planning for all items on the budget that are related to the team
- My team understands our competitive market position and top four business goals for this year
- Every individual in my team has clearly defined responsibility for achieving financial goals
- Our team measures and monitors how we are tracking against our KPIs and makes adjustments to meet our goals
- My team requests and receives the information it needs about new customers, new technologies and business results
- I know each team member's goals for his or her career

- People in my team are regularly promoted or move to new, interesting positions that support their career goals
- When job vacancies come up in my team there are always a lot of internal applicants hoping to be able to join our team
- Our team is known for producing outstanding results
- Our reward and recognition system is fair, equitable and well received by our team members
- Our team members receive a combination of technical, business acumen and social skills training
- I regularly reward hard work and dedication to excellence
- I consistently make heroes of the people I work with

**Shelley Holmes consults within organizations around the globe developing leaders and cultures to their full potential, so that they are recognised as 'rockstars' in their industry**

With more than 30 years' experience in developing and leading in high-performance workplaces, Shelley has had national and international recognition and is widely regarded as one of the key influencers of high-performance thinking within Australia.

With solid experience as a leader and a coach to many hundreds of leaders Shelley is in high demand by many 'blue-chip' organizations. Her clients and the companies she has worked within as a leader, span both small business, government and large multi-nationals with revenues in excess of \$116 billion.

Whether keynote, conference, executive retreat, seminar, or other corporate event, Shelley's transforming messages of inspiration, possibility and self-discovery have helped create powerful changes in hundreds of organizations and thousands of individuals worldwide.

Shelley's solid experience takes her way beyond a mere motivator. Her insightful, challenging questions and understanding of human behaviour, coupled with real-world experiences provide you with a wealth of practical information and hands-on techniques you can use right away to help you inspire the performance you need from your people.

Shelley is committed to ongoing professional development to ensure her work reflects current and emerging internationally recognised best practice methods. This ensures her training style is grounded in research, while also remaining highly practical and tailored for clients' unique operating and cultural environments.

Shelley's philosophy is that how you show up at work defines you as a human being, and the transformational dent you will make in the universe. She believes that everyone deserves to work with a leader who transforms: them, their business and their community!

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SHELLEY HOLMES

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