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Executive Search & Board Advisory

**DON'T TELL ME DATA IS YOUR ANSWER, IT'S YOUR PEOPLE – GET AWAY FROM YOUR SCREEN AND GET IN FRONT OF YOUR PEOPLE**

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Data is not the answer. Data is not going to deliver your products and services, gain your business customer loyalty, or enhance the companies' profits. It is your people.

It has been argued that people are a business' most valuable intangible assets. This is certainly true. It is usually a company's human assets, instead of their actual tangible assets which will differentiate organisations and competitors from one another. Employees significantly contribute to the worth of the organisation.

Good employees are irreplaceable. Without good people, your business will struggle. While employees leaving a company can be replaced, their knowledge and inherent understanding of the business cannot simply be interchanged.

Businesses must recognise and take advantage of the strong value which their people bring to the organisation in order to succeed. People management is essential. Managing a team, and doing it well, means you can create a positive workforce. Such environments lead to improved morale, increased collaboration and teamwork, willingness to share ideas, enhanced productivity, and lower turnover. All of these outcomes considerably impact an organisation and contribute to the business' success or failure.

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In managing employees, there are a number of imperative things to consider.

## Communication

Communicate, do not dictate. Communication is vital in managing employees. Make sure you uphold communication at all times. Managers should be effective communicators, both verbally and in written form. Good leaders are clear and concise in their communication, allowing employees to receive and completely understand the message being delivered. Effective communication ensures consistency, collaboration, engagement of employees, a common understanding of the strategy, promotes two-way feedback, and develops relationships. When communicating with employees, it is important to pay attention to the message being delivered, the language used, the timing of the communication, and your tone.

## Motivation

Motivation relates to inspiring, stimulating and encouraging employees to perform to the best of their ability. It is an internal feeling which represents an individuals' willingness to complete their work. Many people have argued that motivation leads to high levels of employee engagement, and in order to achieve high productivity, managers must keep employees motivated. You want to create an environment in which people actually want to work, instead of perceiving the workplace as a chore. Motivated employees generally have higher levels of innovation, creativity, are better problem-solvers, and create higher levels of customer satisfaction.

## Appreciation

Ensure employees feel appreciated and valued. The need to feel important is a natural human instinct as no one likes to see their hard efforts go unnoticed. If employees believe they are valued, they are likely to feel more comfortable in their workplace, and more willing to accept additional responsibility, or go the extra mile for the business. Showing employees that you value them is a strong motivator as it encourages them to work hard for the business. Be sure to keep this in mind when managing a team. Ensuring that employees feel appreciated should be an essential part of your business culture.

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## Blenheim Partners specialise in:

- Executive Search;
- Non-Executive Director Search;
- Board Strategy and Structure Consulting;
- External Succession Planning; and
- Executive Re-Engagement / Transition.

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Founded in 2012, our team have acted as specialist adviser to many of the world's leading corporations on Board and Executive performance, capability and succession planning.

Our consultants have worked with clients from all sectors and a broad range of geographies. They include over 80 of the ASX 100, 10% of the FTSE 100, Private Equity, Multinational, Private Family and Mutually Owned Companies.

Our work includes assignments that are both local and international in scope.

Our team consists of senior Search Consultants, Human Resource Directors,

Psychologists, Coaches and exceptionally experienced Researchers.

Blenheim Partners is continually investing in knowledge and understanding as exemplified by our Thought Leadership "The Challenges of Attaining Growth", Industry Papers and monthly Market Intelligence reports.

Our philosophy is to develop deep and committed relationships with a select number of clients and help them deliver a superior performance by optimising the composition of their Board and Executive team.

Our culture is built on pride, professionalism, esprit de corps and client service.

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