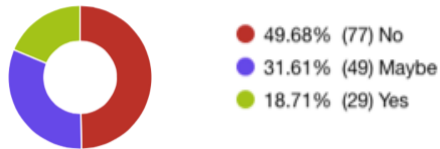Harvard University, it was reported 60% of managers' time was spent in meetings. Those same leaders reported that 67% of the meetings were a waste of time.

Another shocking result from our study; less than 0.5% of companies are training team leaders HOW to manage and optimize meetings. Take the salaries of the managers from above and calculate the value of time wasted. There is an incredible opportunity to recpature this lost value. That is why, investing in employee training and support mechanisms is recognized by the most successful companies to be essential in creating a competitive advantage.
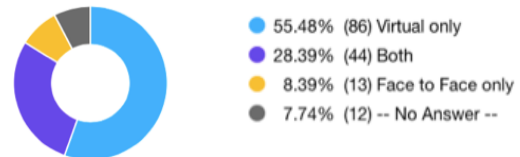
HR Collaboration

More than 50% of participants are interested in collaborating with other HR professionals in an organized mastermind. Many were indifferent if the participants were in a competitive field. They said they believe in the value of collaboration. A majority of these same HR professionals prefer to collaborate virtually.

Interest in HR Mastermind

- 49.68% (77) No
- 31.61% (49) Maybe
- 18.71% (29) Yes

Desired Mastermind Format

- 55.48% (86) Virtual only
- 28.39% (44) Both
- 8.39% (13) Face to Face only
- 7.74% (12) -- No Answer --

About P10 Productivity Accelerator System

Imagine your team having a framework and **common language around productivity** that can be **integrated into your culture**. This will enable open conversations about performance individually and as a team on an ongoing basis.

The **P10 Productivity Accelerator** is an online productivity diagnostic and training program. The diagnostic enable individuals and teams to **measure and track the drivers of personal productivity**. It provides a SWOT analysis, an action plan and customizable training to help individuals and teams **close their produtivity gaps**.

For more information about the system click here or contact **Penny Zenker at 484.362.7228 or** penny@p10app.com.

Productivity Accelerator at SHRM 2016
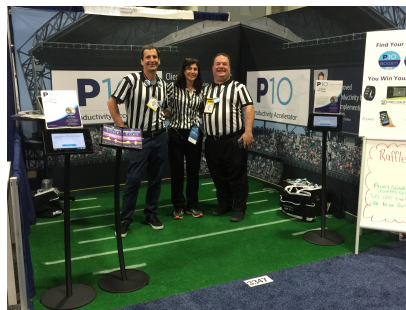
reported the following challenges: reporting to multiple supervisors with competing priorities, unrealistic work scope and deadlines, lack of adequate training, and budget constraints. **Most staff lack formal project and time management training** to help them appropriately plan their capacity, communicate effectively to stakeholders and manage multiple priorities.

Tied with priority management, as the second overall biggest challenge is accountability management. **Of significant note, companies below 1,000 people ranked accountability as their number one issue**.

Micro-management was noted as the least important of these issues at 4% from the group surveyed. This is an interesting paradox because from our experience, **accountability issues often results from micromanagement behavior**. Micro-management blocks staff from using their skills and strengths, stifles creativity and ownership and creates apathy and procrastination. The presenting problem isn't always the underlying issue; it is a symptom of something else. Consider this point if you believe you have a challenge with accountability in your organization. **A simple independent survey can discover the core problems faced by your group**. Then you are able to develop initiatives to increase trust, systems to improve consistency, and rules of delegation to stop micro-management.

Productivity Training

According to Vouchercloud, **the average worker is productive 3 out of the 8 hours in a workday**. That is costing a company of 50 people with a salary of $22/hour, $24,200 per employee per year. Multiply that by your entire staff and their salaries, you will see that the number is shocking. For many companies labor expense is the single largest cost, especially in service based companies.

The most revealing fact is **although companies value employee productivity, 64% never do specific productivity training.** Yes, never. We are not meeting employee needs and we are not meeting the company needs. Google did a study to determine the secret of the best perfroming teams. After three years of finding no discenrnable patterns, they found something they least expected. HOW the teams worked together versus WHAT they were doing or WHO was on the team was the key to their success. Productivity training teaches people the WHAT and the HOW. The best sports teams train individuals for personal strength and as a team for collaboration and synergy. **High performing teams need to practice HOW they work together to get the best results.**

Frequency of Productivity Training

- 63.87% (99) Never
- 18.06% (28) Once a year
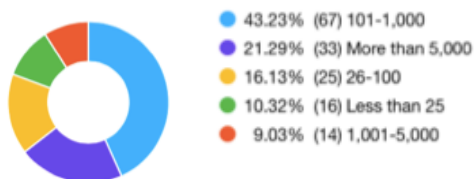- 9.68% (15) Several times a year
- 8.39% (13) Twice a Year
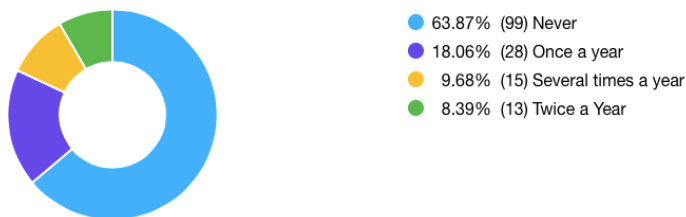
Although in informal discussions about meeting management indicated it was a glaring issue, only 7% of respondents said that meetings were their number one produtivity challenge, and 20% said it was their second greatest challenge. Conversely, in a study by The London School of Economics and
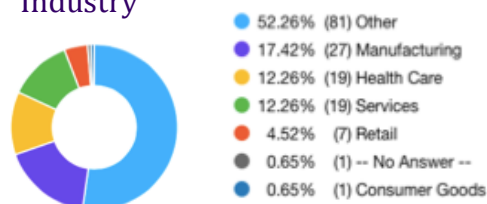
SHRM 2016 Personal Productivity Study

P10 Productcivity Accelerator conducted a short study of a selection of participants attending the June 2016 SHRM Annual Conference. The aim of the study was to undertsand across industries and company size what major productivity issues companies are facing today and the frequency of training being provided.

The demographics of the study were as follows.

Company Size

- 43.23% (67) 101-1,000
- 21.29% (33) More than 5,000
- 16.13% (25) 26-100
- 10.32% (16) Less than 25
- 9.03% (14) 1,001-5,000

Industry

- 52.26% (81) Other
- 17.42% (27) Manufacturing
- 12.26% (19) Health Care
- 12.26% (19) Services
- 4.52% (7) Retail
- 0.65% (1) -- No Answer --
- 0.65% (1) Consumer Goods

Productivity Challenges

The World Health Organization (WHO) has declared "stress" a worldwide epidemic so it was no surprise that this study showed stress as the greatest productivity challenge. According to statistics by the American Psychological Association (APA), it has been reported that two-thirds of the workplace feels stressed and overloaded. Not coincidently, Gallup reported 70% disengagement in the workforce. Stress creates a fight or flight response, lowering access to the executive function of our brain where logic is accessed. **People are operating at just a percentage of their capacity; physically at work but underperforming.** This is referred to as "presenteeism." The result is poor focus, missed deadlines and increased mistakes and accidents as well as tardiness and absenteeism.

As a leader, it might not seem like your job to manage your employees' stress levels. However, the benefits to your company of putting that on your to-do list are measurable: a less stressed workforce is proven to be more productive and better equipped to do their jobs. **The productivity of your team reflects on you as a leader.**

#1 Productivity Challenge	Rating
Stress Management	29%
Priority Management	23%
Accountability Management	23%
Conflict Management	14%
Meeting Management	7%
Micro-Management	4%
Total	100%
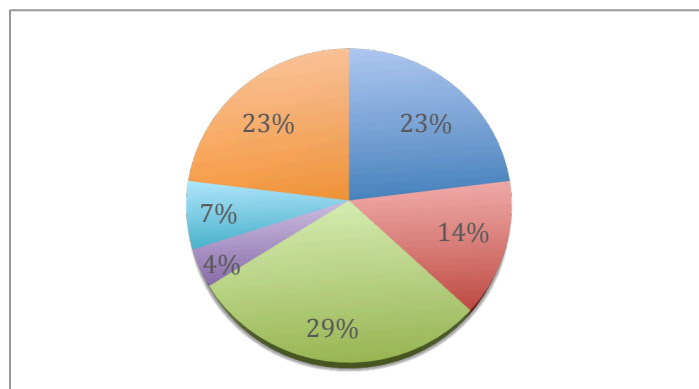
23% of companies reported Priority Management as their primary productivity issue. Productivity challenges increase as a result of multiple projects and growing day-to-day responsibilities. People