



***“The average employee can deliver far more than his or her job demands.”***

**Tom Peters**

**There are two things that we believe in regard to the above statement.**

**1. Employees are a dynamic asset.**

The value of their contribution can go down as well as up. And that will depend on: how they are managed; their line-of-sight between their job, their team goals, and organisational objectives; how they perceive reward and whether they can influence it; how they are learning and developing; and of course, how they are involved in decisions which might affect them.

**2. Employee satisfaction is not a determinant of performance.**

It works the other way. Employees who are aligned with, and committed to your objectives perform. They are much more likely to be engaged; channel discretionary effort to your benefit; and given the conditions outlined above, enjoy job satisfaction.

There is no room for complacency in the war for talent. Whether your immediate priority is attracting talent, motivating employees, assessing talent risk, or aligning your people with strategy; we have the tools and processes to help you identify and prioritise your next steps.

Find out how we may be able to help your organisation. Call today to arrange an exploratory discussion. It'll cost nothing but it could be very valuable.

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