

MPG®

THE SUCCESS CONNECTION

A BlessingWhite Fact Sheet

The elusive goal

Business strategies may be well thought out. Performance management systems may be state of the art. Rewards and accountability checks may be in place. Yet one of the most persistent challenges organisations face is getting top productivity and commitment from the people who do the work.

It's a common theme. 'If only everyone who came to work did their very best — every day on every job.'

Just wishful thinking? We know better.

A business imperative

It's not only possible — it's essential — to align what individuals want with what the organisation needs. Only when these sometimes conflicting interests and efforts are in sync can everyone involved realise success.

Aligning performance

Talented, enthusiastic employees aren't enough. As organisations merge, shrink or shift strategies and as employees wade through quagmires of to-dos, meetings and information overload, it's more important than ever that individuals focus on what matters most. They need crystal clarity on where the organisation is going — and how they fit in. They require signposts for sorting through competing priorities. They need feedback on the unique capabilities they bring to the table. They need a strategy as well as manager support and coaching for mid-course corrections.

Unleashing potential

Focus isn't enough. Despite the emphasis on clear strategies, expectations and rewards, the key to employee contribution has resided — and will always reside — in individuals. Organisations need to unlock that personal power and energy, encouraging employees to leverage their internal motivators. They need to provide opportunities for employees to feel connected to their work. They need to ensure their people aren't out there on their own or worse, 'running on empty.'

The bottom line? It's good business strategy to engage the hearts and interests of employees. Individuals are more committed, more creative and more effective when the job they do satisfies the values they consider important.

The best of both worlds

For over 30 years, MPG® has helped organisations and individuals achieve their visions of success. Our activities and materials have changed over time to meet changing needs. But our commitment to helping employees improve their satisfaction, individual performance and contribution to your bottom line has remained the same. MPG gives people the power and practical process for taking actions that can reshape their job and transform their performance.

Organisations use MPG to:

- Strengthen performance management systems
- Change organisational culture
- Operationalise business strategies
- Engage and energise employees
- Develop and retain high-potentials
- Encourage individual accountability, innovation and creative thinking
- Systematise coaching and improve manager/employee relationships
- Equip employees to own their development and careers.

A proven process

MPG is a systematic, ongoing process of feedback, analysis, planning and action that enables employees to increase satisfaction in their current job and align their efforts with your organisation's strategy.

BlessingWhite's workplace surveys confirm that people want work to be challenging, interesting and meaningful. MPG can help employees achieve that goal — while helping you deliver on your top business priorities.

BLESSINGWHITE
Reinventing leadership and the meaning of work™

1. Assessments

Employees and their managers complete assessments of the priorities and requirements of the employee's job — as well as the employee's abilities. To ensure a smooth partnership, managers have the opportunity to share valuable information on their work style and most pressing business challenges.

2. Workshop

Employees attend an interactive workshop that integrates personal values clarification, feedback analysis, idea generation, action planning and coaching. This one- to two-day group experience provides a neutral, collaborative setting for employees to identify actions they can take to increase satisfaction (What do I get from the job that makes it meaningful?) and deliver expected levels of performance (What do I need to do?).

3. Action

Employees leave the workshop with a plan of action. A critical step: They conduct an Activator Session with their manager that kicks off an ongoing partnership and dialogue focused on mutual success. During that session they clarify perceptions of the job, discuss ideas and agree on plans to ensure that they shift priorities when required, sustain motivation and both get what they need.

Key results

- Alignment:** Laser-like focus on what matters most to the employee and the organisation to achieve mutual success.
- Engagement:** Employees bringing more of their unique interests and talents to the work that needs to get done.
- Accountability:** Employee responsibility for job satisfaction, career development and business results.
- Dialogue:** A common language for staying on the same page about priorities, abilities and interests.
- New ideas:** Actions that can have a profound impact on employee commitment and organisational success.
- Partnership:** Employee-driven but not employee-exclusive; manager-supported but not a manager burden.

Outcomes

For your organisation, *MPG* builds a bridge from strategy to execution that only gets stronger over time.

For *employees*, *MPG* delivers:

- Clarity about expectations and priorities
- Improved satisfaction, performance and engagement
- Stronger employee/manager partnerships
- Increased alignment with their organisation's strategy
- Opportunity for personal growth
- Renewed energy and motivation.

For *managers*, *MPG* delivers:

- Increased 'bench strength'
- Regular coaching opportunities
- Continuing dialogue and a common language for discussing career, performance and mutual success
- Shared responsibility with their employees for development
- Maximisation of existing performance and talent management systems
- More relevant, focused development plans.

"Excellent process. It gave me an opportunity to discuss with my manager, in a productive and positive manner, specific items to enhance my professional growth."
– An MPG participant

"MPG proved to be a good experience for my whole staff. It gave us focus as we work together in the year ahead."
– His manager