

LIE 5: People need feedback.

TRUTH 5: People need attention.

Understand the Truth

Stop. Any peer or direct report qualitative feedback tools.

Start. Driving leaders' attention to their people and engagement within their team.

So You Can... Measure people with systems based on reliable, variable and valid data.

What's Needed. In order to start, you need:

- 1 - The means to gather valid, variable data from employees
- 2 - A way to measure leader effectiveness - hold them accountable to take action based on their employee data
- 3 - A solution that will monitor employee feedback at individual and organizational levels and equip them with tools to provide coaching-focused attention infused with insight



Start the Conversation

The FLC revealed a new truth: People need attention.

Question	Listen for...	Redirects
<ul style="list-style-type: none"> How did you react to the lie? 	<ul style="list-style-type: none"> Surprise or intrigue Questioning 	<ul style="list-style-type: none"> I was questioning it myself... But when I think of my own real-world experience, it makes a lot of sense.
<ul style="list-style-type: none"> How did you react to the truth? 	<ul style="list-style-type: none"> Agreement Some buy-in 	<ul style="list-style-type: none"> I know that I am much more engaged and productive when my leaders give me the attention I desire on a regular basis.
<ul style="list-style-type: none"> How does this play out in your world? 	<ul style="list-style-type: none"> Annual reviews Peer rating systems 	<ul style="list-style-type: none"> Before you heard about it in the FLC, had you thought about how much more engaged and productive your employees would be if they received the attention they desire?
<ul style="list-style-type: none"> How are you equipping your leaders to engage their teams? 	<ul style="list-style-type: none"> Training Seminars 	<ul style="list-style-type: none"> Psychologists will tell us that employees experience "fight or flight" responses when given leader feedback. Coaching can equip a leader to avoid that response.
<ul style="list-style-type: none"> How effective are your current processes in delivering the results you desire across the organization? 	<ul style="list-style-type: none"> Difficulty determining their effectiveness across the organization 	<ul style="list-style-type: none"> Most organizations have been doing it the same way for years and are not seeing the results they desire. The FLC can be a great source of awareness and inspiration to understand how we can better apply these truths and change the old way of doing things for a better outcome.
<ul style="list-style-type: none"> What would it mean for your organization if your team leaders were coached and equipped to get the most out of their people? 	<ul style="list-style-type: none"> A shift in thinking from the old lie to the new truth 	<ul style="list-style-type: none"> Would you like to hear how ADP can work with your team leaders to equip them with the tools to provide coaching-focused attention infused with insight?

Others | Outdated View

Utilizing tools based on a hypothesis of what works in theory, not on models of what the best leaders actually do.

Offer tools that are not utilized and erode HR's credibility with employees because they erode trust.

ADP | New Way of Thinking

ADP understands that people want attention to get better at work. We can provide the means to gather valid data, a way to measure the leader's effectiveness and a solution that will monitor employee feedback at the individual and organizational levels.

ADP can equip your leaders with the tools and insights to provide the coaching-focused attention their people desire to get better and increase their engagement with their work.

CALL TO ACTION:

Let's explore how ADP can help you enable every team leader to identify the strengths of each person on their team.