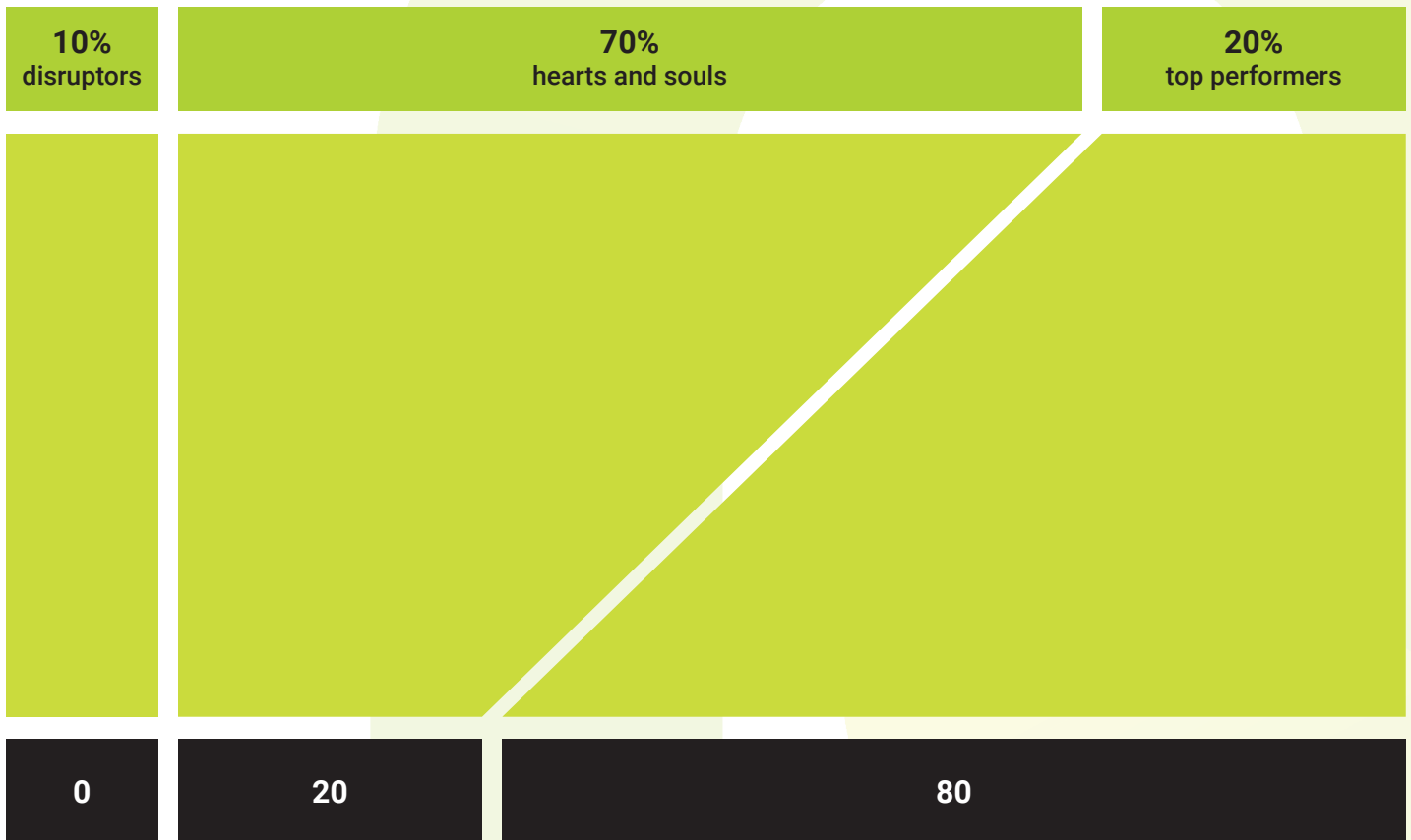


PEOPLE

80/20 principle related to your people strategy

Attention, effort and time



Results

STEP 1. People strategy

Take stock of where you are today with your people strategy. If you don't have one, that's ok! There's no time like the present to get started.

Question 1

Who are you spending the most time with during business hours? Are they top performers, hearts and souls, or sliders? Are they the right people to spend your energy on?

PEOPLE

80/20 principle related to your people strategy

STEP 2. Know your top performers

Question 2

Who are your top performers? What are you doing to keep them challenged and motivated? What praise and recognition do they receive?

Top performers **20%**

STEP 3. Deep dive into your Heart and Souls

Question 3

Who are your heart and souls? What are you doing to nurture and develop the future top performers? What are you doing to maintain the core? What are you doing to avoid potential sliders?

Future top performers **20%**

Hearts and souls **70%**

Potential sliders **10%**

STEP 4. Know your disruptors/sliders

Question 4

Who are your disruptors/sliders? What actions are you taking, if any? What actions should you be taking, if any?

Disruptors/sliders **10%**