

Vivo Team Standouts: Team G

6 MONTH PROGRAM | 6 TEAM MEMBERS

31%

EVIDENCE-BASED PERFORMANCE IMPROVEMENT OVER 6 MONTHS (TEAM EFFECTIVENESS)

Solutions:

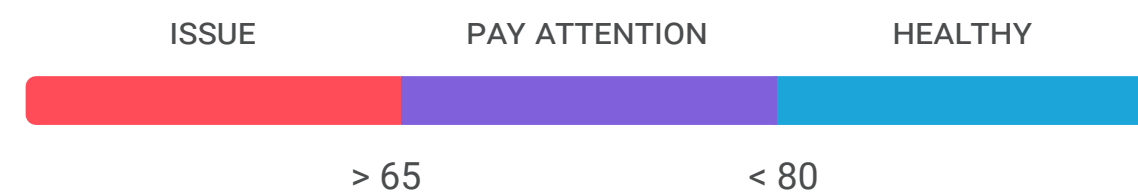
People Analytics: Vital Statistics Report (VSR)
Leadership Development Program

Vital Statistics Report

Team G responded to a detailed series of statements related to the six key indicators of high performance: communication, interactive feedback, accountability, emotional intelligence, structures, and cohesion. The data collected and analyzed from the VSR measures team and leader effectiveness, pinpoints specific strengths and weaknesses, and illustrates the cost of lost productivity.

The initial VSR gives a picture of how effective the surveyed team was at the start of the program.

Legend



RED = Low Effectiveness - requires immediate attention
PURPLE = Medium Effectiveness - needs improvement
BLUE = High Effectiveness - continue to build on strengths

Baseline Data (VSR 1)

TEAM EFFECTIVENESS



LEADER EFFECTIVENESS



COST OF LOST PRODUCTIVITY

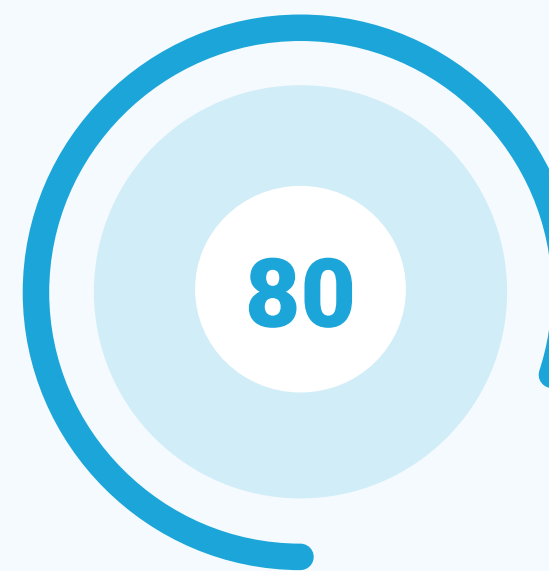
LOSS **\$ 246,416**

SIX KEY INDICATORS SUMMARY

COMMUNICATION	ACCOUNTABILITY
57	66
INTERACTIVE FEEDBACK	EMOTIONAL INTELLIGENCE
57	59
STRUCTURES	COHESION
60	69

Post-Program Data (VSR 2)

TEAM EFFECTIVENESS



LEADER EFFECTIVENESS



COST OF LOST PRODUCTIVITY

LOSS **\$ 169,664**

SIX KEY INDICATORS SUMMARY

COMMUNICATION	ACCOUNTABILITY
76	81
INTERACTIVE FEEDBACK	EMOTIONAL INTELLIGENCE
81	80
STRUCTURES	COHESION
80	82

Leadership Development Program

Based on the data from the VSR, the program focused on communication and interactive feedback. Live online training and coaching (in 60-minute sessions) were delivered in interleaving segments.

Participants also had access to a company-specific learning experience platform (LXP). The platform gave participants additional online learning content to support their in-session training and included session recordings, should a participant miss a live session.

When surveyed, 100% of the learns from Team G said they would recommend the program.

The Results

TEAM EFFECTIVENESS LEADER EFFECTIVENESS

+19 Difference **+23** Difference
+31% Performance **+37%** Performance

COST OF LOST PRODUCTIVITY

RECLAIMED **\$ 76,753**