

Method Teaming®

Solving the Productivity Puzzle

The UK economy is growing but productivity isn't!



What is the Productivity Puzzle?

It is very encouraging that the UK is seeing strong economic growth. In 2014, GDP has risen to above pre-financial crisis levels and growth rates are in excess of 3% over 2013 figures. However, Britain's workforce is still struggling with low productivity and GDP per head is poor. UK government figures show the UK's output per worker is lower than the G7 average and, according to the Conference Board 2014 Productivity Brief, only 76% of that of the USA.

Various reasons have been tabled as to why the UK is in this situation. For example, it has been suggested that banking has become inefficient because of the plethora of new regulations, airlines have had to deal with increased security levels and new reserves for the Oil and Gas industry are more and more inaccessible. But, if these examples are true, then why are other nations not suffering with similar productivity issues to the UK? On the other hand, perhaps poor productivity in the UK is nothing less than a cumulative lack of investment in infrastructure and skills training over previous decades.

The British government is rightfully concerned about what they are calling the 'Productivity Puzzle'. They need businesses to expand in order to drive prosperity across the UK. Poor productivity means businesses have to keep their costs low, which, in turn, forces them to hold down salaries. If productivity does not increase, neither will income and wages. In this case, the UK economy will be unable to fund government spending; critically important because of the rising health care and pension's burden. Britain's future prosperity depends on being able to boost productivity significantly.

What can be done?

There are urgent choices to be made. The UK could, for example, ignore the shortfall in productivity and, instead, ask those people in employment and attempting to find jobs to agree to work the same or longer hours for less money. This is simply not sustainable. The government has to see the potential for wage rises so as to maintain government spending as it faces the key challenges of an ageing population. Plus individuals will experience added stress through a work/life imbalance which can only add to the pressures on the NHS. We have to work smarter.

Perhaps businesses could aim to boost productivity by investing in more efficient equipment, renewing and refreshing infrastructure and providing better and wider skills training. All of these investments are highly relevant and a key part of the mix. But are businesses prepared to invest in this way, especially as these types of investments may not be seen to guarantee short term productivity improvements?

A radically different approach!

There is an alternative contribution to solving the 'Productivity Puzzle' and that is by properly aligning people with the type of tasks and work that they do best. This is not just about skills, knowledge and experience but by also aligning employee's natural strengths and talents with the most appropriate roles and tasks. As they do, they become fully engaged, highly motivated and achieve extraordinary results. This improvement in productivity goes straight to the bottom line, releasing cash for future investment and improving shareholder value.

Method Teaming, from OND, has been proven by companies, both large and small, from around the world, to dramatically improve team productivity and efficiency. By accurately measuring and applying the natural strengths and talents of individuals through the intuitive Method Teaming process, high performance teams are readily created.

Staggering results have been achieved by using Method Teaming, with productivity improvement as high as 40% within the first year. But consider the huge impact if only a conservative 10% improvement can be made in your businesses productivity. That will equate to as much as £10,000 being released to the bottom line for every person employed. We expect to see over £10 returned for every £1 invested in Method Teaming. And remember this is year on year, not a one off event.

How does Method Teaming work?

The implementation of Method Teaming is very straight forward, with three logical phases:

1. **Discovery:** Agreeing business improvement targets and outcomes with the team leader so the programme is designed for maximum impact. As part of this phase OND accurately profile the team members so as to discover their true natural strengths and talents.
2. **Orientation & training:** Attendance of a highly interactive Method Teaming training workshop. At the end of this session, attendees will 'speak' the Method Teaming language and proficiently apply it to teams. They will have great insight on how to communicate better with people in their team, across their company and outside their organisation.
3. **Team 'sculpting':** Hands on consulting to assist the shaping or 'sculpting' of the team/task mix for optimum productivity. This requires rigor and focus from the client so that business results are realised quickly.

Method Teaming fits any discipline across a single or multifunctional company as its primary focus is the creation of highly efficient teams. It can be applied right across your organisation, anywhere from back office functions such as Finance and IT, to production, to sales and marketing. In fact, anywhere there is a team doing important work, there is opportunity for improvement with Method Teaming.

More Information

To learn more about Method Teaming and OND go to: www.methodteaming.com



We Build Mission-Perfect Teams