

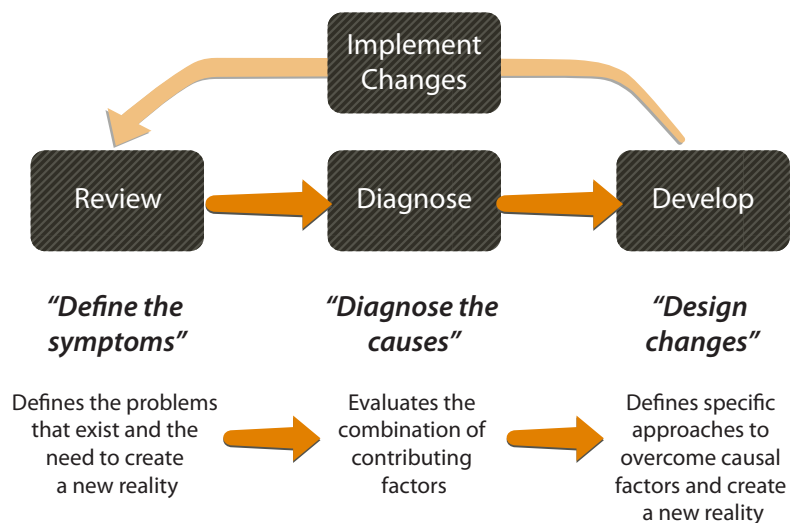
Addressing People Issues

Systemic people issues are those that:

- Persist over time without a 'natural' resolution; or,
- Paralyse individual managers or the business from taking action and achieving results that would otherwise be possible; or,
- Have a flow-on effect to other people or other business areas.

Addressing people issues involves diagnosis of the underlying contributing factors and identification of things the organisation can control in bringing about a sustainable resolution. Through a structured methodology, Zero7 Consulting provides management with clear pathways to overcome detrimental people issues.

Common problems for which Zero7 Consulting provides active consultation and support are outlined below.



Addressing Employee Turnover

Zero7 Consulting evaluates employee turnover and develops positive strategies to retain high performing employees.

This is done by:

- Analysis of factors contributing to high employee turnover or turnover from strategically important roles.
- Strengthening of the systems and management practices that are known to impact on employee turnover.
- Outlining the combination of actions most likely to reduce undesired turnover.

Transforming Unhappy Teams

We work with our clients to solve real problems in their business, often involving efforts to develop unhappy or underperforming teams or areas within the business experiencing "people issues".

This is done by:

- Understanding the combination of issues that typically existing in such teams or work groups.
- Involving team members in the development process.
- Implementing positive changes.
- Supporting managers to provide the type of leadership necessary to achieve the required changes.