

Profile Why is TEAM BENCHMARKING so valuable to your business performance?

What is TEAM BENCHMARKING?

Let's look at a team of ten salespeople with one sales manager and one sales director.

How does the management of this whole group assess the effectiveness of the individual's performance?

- Are appraisals part of the mix?
- Do these happen annually, half yearly, quarterly, monthly or ad hoc?
- Do these reviews take part between manager and salesperson?
- Do salespeople rate other salespeople?
- Are performance targets a direct measure of performance appraisals?
- Are soft skills included in the appraisal process.
- Is there any direct link created between the performance skills of the individual and their sales performance against target?
- Does a training programme exist that targets performance against the skills required to improve sales performance?
- Does any form of mentoring programme exist to support the training programme?
- Can the outcome of performance training be measured and directly linked to sale



performance of:

- Individuals
- The team as a whole
- Can a return on investment be measured against any performance improvements?
- Are bonus payments directly linked to sales performance.
- Does the management fully understand the true motivations of each member of the team at any given time?
- Are any team bonus's linked to the above?



What is BENCHMARKING?

Answer NO to any of the above and you your sales team such that if any member



you will not know all the details about who to employ to replace them to give you a better than average result in future performance achievements for your sales team as a whole.

do not have an accurate picture of of the team leaves for any reason –



One key person leaving can result in an excessive downturn in team output!

This is TRUE of every team in your business!.....

And this is all before you understand the inter relationship between teams...

The ONE SIGNIFICANT DIFFERENCE with our unique system...

We never try to create a negative response from any employee by looking for what has gone wrong.

INSTEAD – we clarify what is needed in the job role to get it right and work through a session based agreement between a manager and every employee in the team to IMPROVE one small area of performance working with other members of the team who find this easy.

The power of the team as a whole – all working towards a common goal – is more powerful than the results produced by individuals working alone.

To achieve this we have created a working business communication application that allows managers and individuals to agree how to get the best from that individual to improve overall job satisfaction. This tool works with an OBJECTIVE approach rather than a subjective performance review, and allows simple feedback in a very short timeframe as part of a continuous improvement programme.

The PROFILE PEOPLE understand all about BENCHMARKING for TEAM PERFORMANCE



Call us today and discuss what you would like to achieve and how we can help

Call John Shenton on 07946 577521 now – every minute you delay is costing you money.

Team Benchmark Process.



