

Sales & Marketing Summit

Put Your Lost Ball Into Play

Up Next:

Supplier Affiliate Networking Reception

Hosted by LB Networks



HOSTED BY:





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Consultant
Lost Ball Consulting

Questions for Amy?

**LOST
BALL**

CONSULTING

PUT YOUR LOST BALL INTO PLAY

ADDRESSING THE 'GAPS' OF EMPLOYEE DEVELOPMENT
INDATEL SYMPOSIUM - 2024



“

**We only get one ball
in this life.**

Is yours **fully in play?**

**LOST
BALL**
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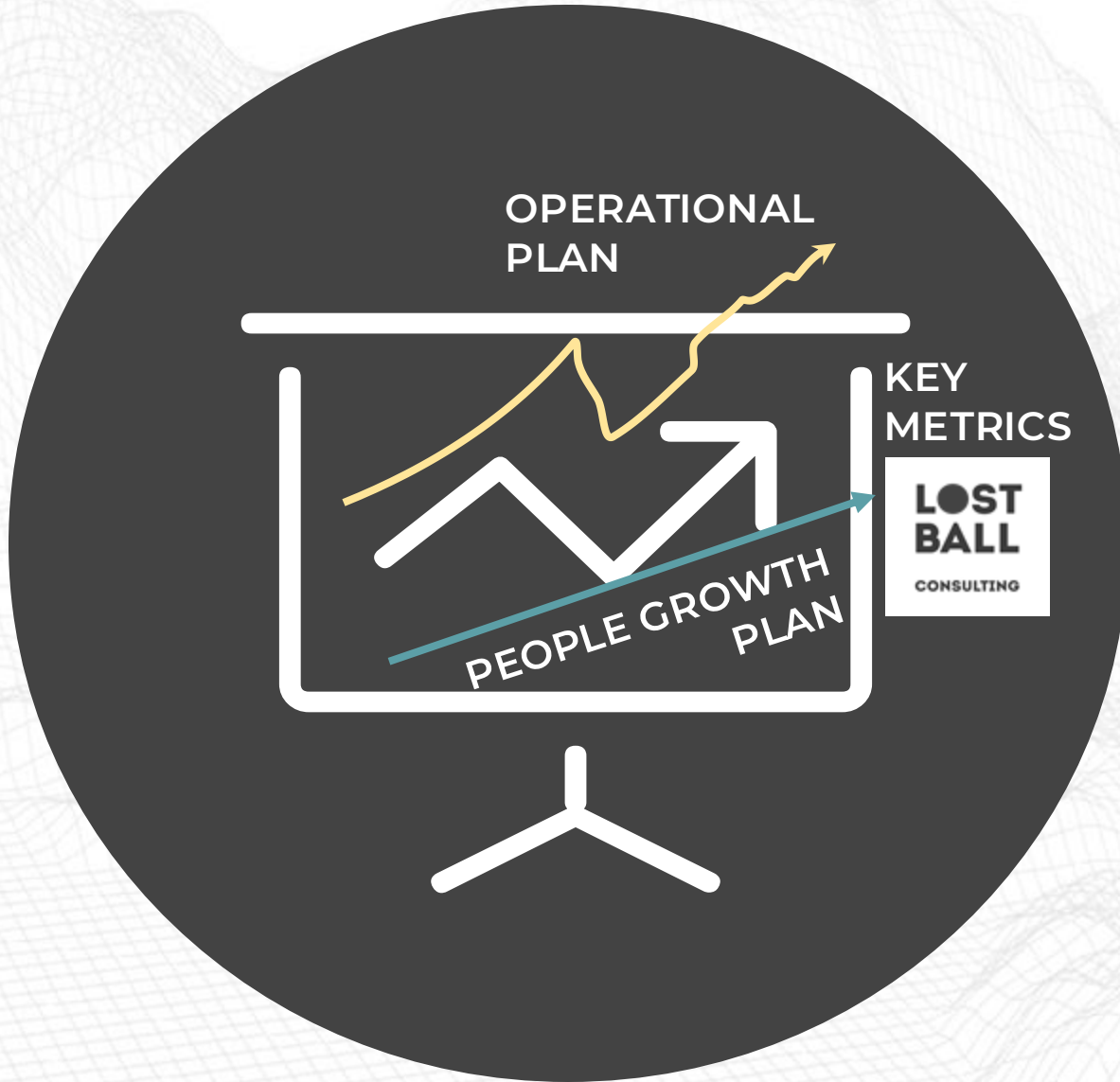


**Assume
gaps.**

NAMING THE GAP



NAMING THE GAP



The Hard Reality

Gallup's 10th employee engagement meta-analysis includes:

112,312

business/work units

2,708,538

employees

54

industries

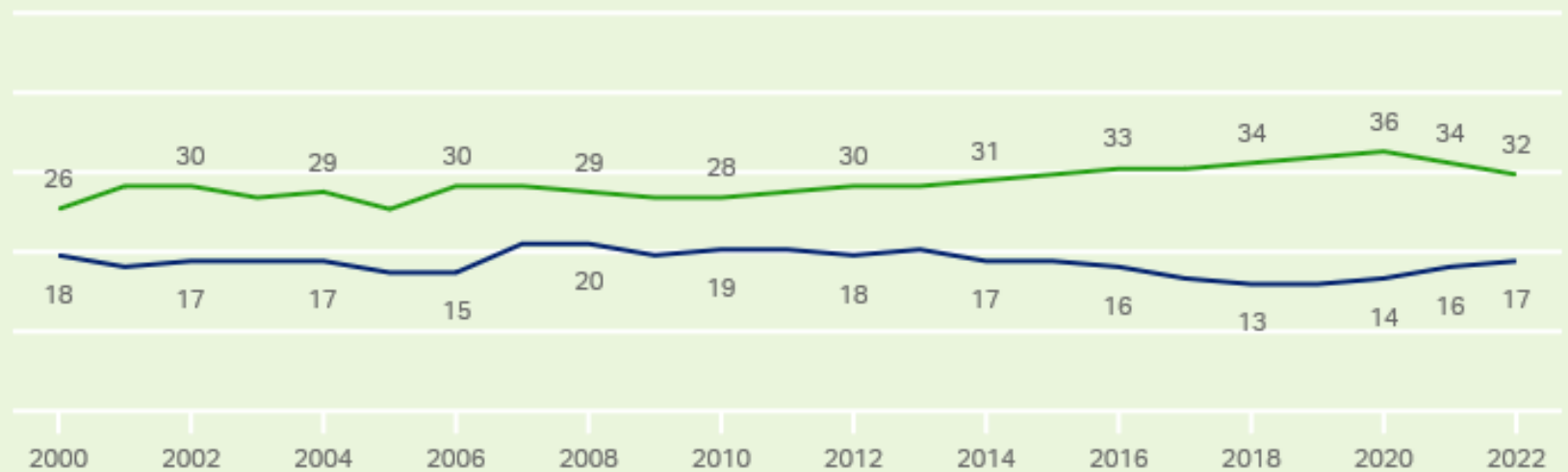
- Only 50% of employees are **clear** on what is expected of them.
- Only 34% of employees **agree** their managers know what projects and tasks they are working on.
- Only 30% of employees who believe they are being given **opportunities** to learn and grow.
- Only 26% of employees receive effective ongoing **feedback** and communication.
- Only 21% of employees have **performance metrics** they should be, or are being, held accountable to.

- Gallup Poll, Oct 2020

The Data Gap

U.S. Employee Engagement Trend, Annual Averages

— % Engaged — % Actively disengaged



GALLUP

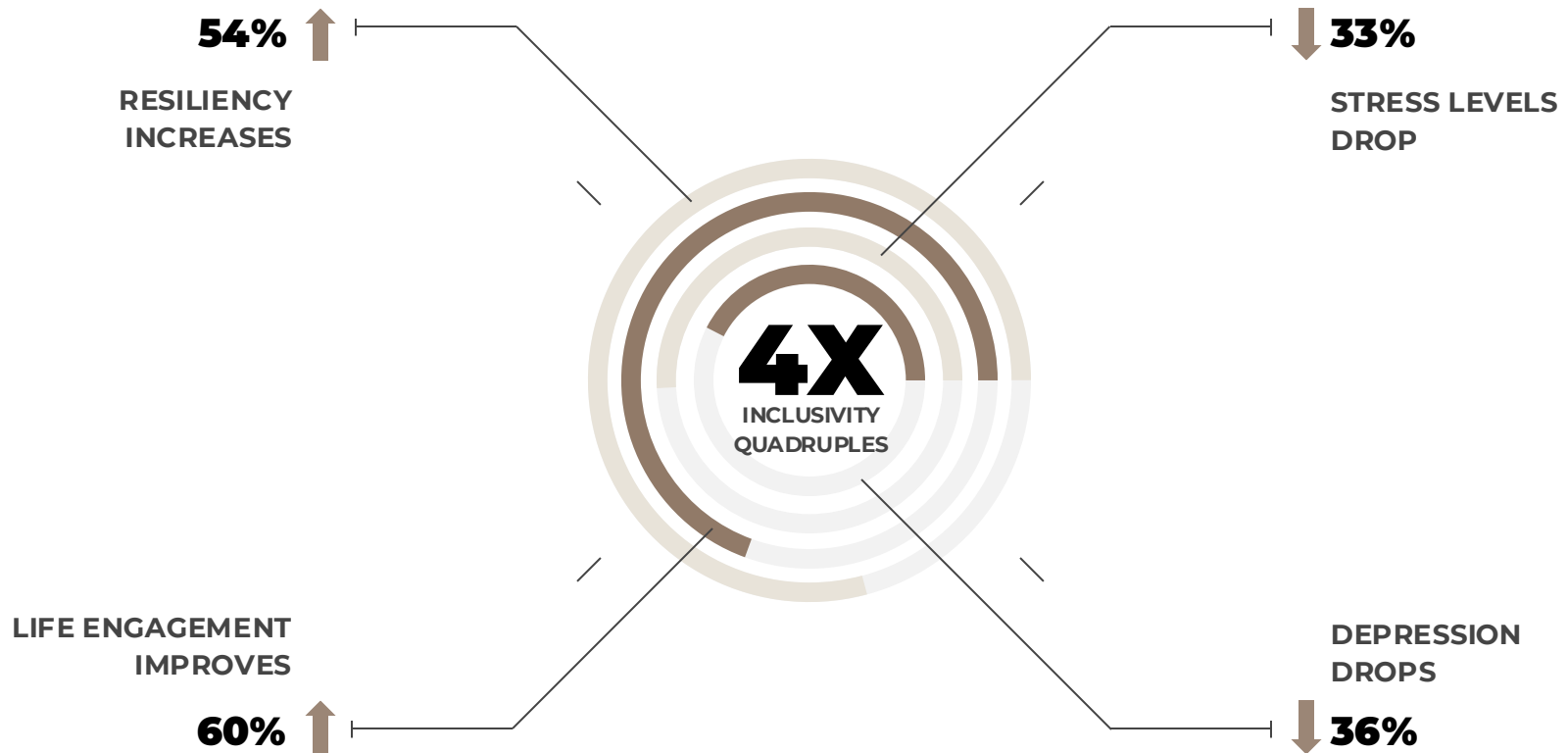
The Data Gap

- **82% feel undervalued** and misunderstood
- **26% receive effective ongoing feedback** and communication
- The average team deploys **only 58%** of its full potential
- **42% OF SALARY COSTS IS LOST INVESTMENT**

The ROI in Dollars

- Employee ROI = (Net profit generated by employees/Total employment costs) x 100
- From Insperity HR: 15 minutes of extra workforce productivity per day = **3% profit increase**.
- 17% of supervisor hours or **1/5 of week** on individual ER issues & 25% of manager time spent on resolving conflict
- Turnover costs range from **30-150%** of a salary
- **Customer retention is 18% higher** when employees are actively engaged

The ROI of Engaging



SOURCE: Resources, annotations and footnotes can be found [HERE](#)



AROUND YOUR TABLE...

Who has invested
in you in a way that it
changed your life's
trajectory?

INTENTIONAL OR ACCIDENTAL?





in·flu·ence

/ˈɪnfluəns/

noun

the capacity to have an effect on the character, development, or behavior of someone or something, or the effect itself.

"the influence of television violence"

Similar:

effect

impact

control

sway

hold

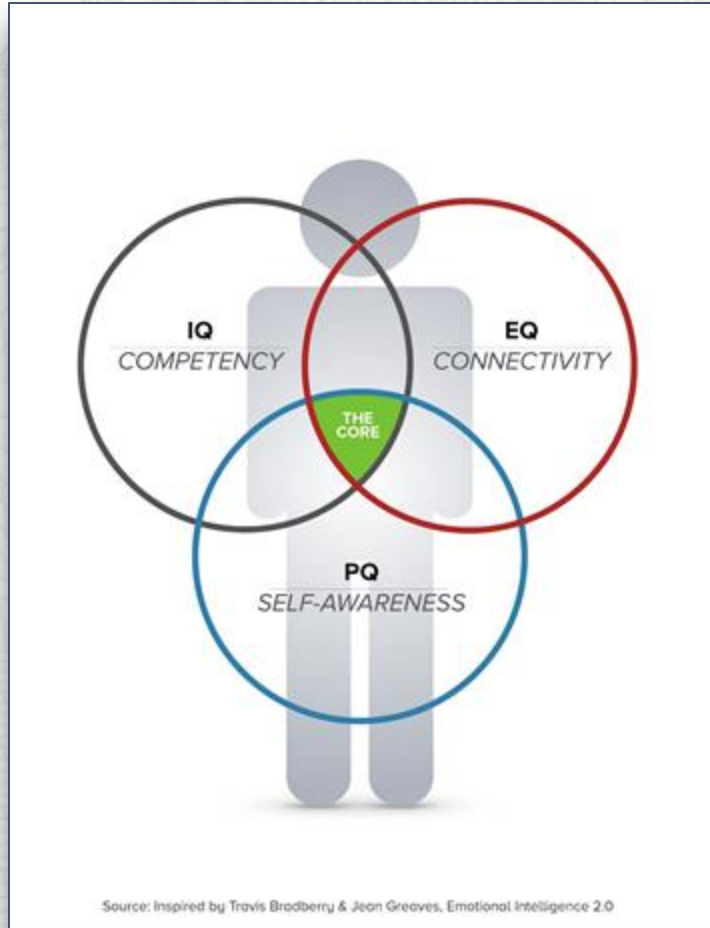
power

authority



Awareness vs. Mindfulness







Performance vs. Potential

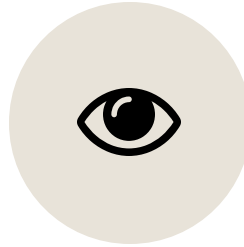
HOW FLUENT ARE YOU WITH GEN Z?



WORKING WITH THE LOST BALL TEAM

VISION

We equip leaders and organizations to put their full potential into play.



FULLY PRESENT

Active listening helps discern:

- What the real questions are
- What the real need is
- What the right determining step might be



FULLY INTEGRATED

Whole-life advising aligns:

- Deep purpose with stated priorities
- Intention with consistent outcomes
- The whole self cohesively together



FULLY ALIVE

Liberated leadership helps unlock:

- The fullest potential in others
- Meaningful relationships with others
- Profitable ways to live, work and play



**Consider
this your
primary job.**

**LET'S GO UNLOCK EVERYONE'S
FULLEST POTENTIAL - TOGETHER.
THANK YOU.**

**LOST
BALL**
CONSULTING

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