

Vivo Team Standouts: Team M

2 YEAR PROGRAM | 8 TEAM MEMBERS

70% EVIDENCE-BASED PERFORMANCE IMPROVEMENT OVER 2 YEARS (LEADER EFFECTIVENESS)

Solutions:

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

Vital Statistics Report

Team M 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

\$ 315,308

SIX KEY INDICATORS SUMMARY

COMMUNICATION

52

ACCOUNTABILITY

59

INTERACTIVE FEEDBACK

45

EMOTIONAL INTELLIGENCE

50

STRUCTURES

51

COHESION

60

Post-Program Data (VSR 4)

TEAM EFFECTIVENESS



LEADER EFFECTIVENESS



COST OF LOST PRODUCTIVITY

LOSS

\$ 208,223

SIX KEY INDICATORS SUMMARY

COMMUNICATION

70

ACCOUNTABILITY

72

INTERACTIVE FEEDBACK

68

EMOTIONAL INTELLIGENCE

73

STRUCTURES

71

COHESION

73

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.

The program continued over a 2 year period, focusing on additional indicators, and VSRs were deployed several times to track Team M's progress.

The Results

TEAM EFFECTIVENESS LEADER EFFECTIVENESS

+18 Difference

+30 Difference

+34% Performance

+70% Performance

COST OF LOST PRODUCTIVITY

RECLAIMED

\$ 107,806