

# KEY PERFORMANCE INDICATORS

Measure and evaluate work outcomes



## What is the Key Performance Indicators engagement?

This engagement provides the principles, critical thinking and tools needed to implement effective performance metric tracking for an organization.

Key Performance Indicators (KPIs) are metrics that are markers for the overall health and advancement of a company. Positive performance on KPIs leads to higher profitability.

KPIs bring greater focus to the work being performed and the staff doing the work. Tracking and reporting of these metrics influences the teams' behavior and performance.

## WHAT DOES THE PROCESS LOOK LIKE?

An Key Performance Indicator engagement is facilitated by a Certified Organizational ReWilding Adviser and consists of 4-6 meetings with the leadership and management teams.

Pre-meeting video content provides the team with details on key principles, methods, and tools. The meetings incorporate hands-on activities and working sessions that apply the concepts covered in the videos to your business.

A major building block – a KPI tracking system – is infused into the organization during the engagement to create an important enduring structure for the company.

## HOW DOES IT BENEFIT A BUSINESS?

Companies that complete a Key Performance Indicators engagement routinely experience these benefits:

- Higher employee engagement due to improved understanding of the work
- Clarity regarding what is important to make the company successful
- Improved ability to recognize and resolve issues
- Better decision making
- Numerous new ideas on how to improve the business
- Greater accountability for efforts spent on key activities



## Does my organization need this element?

If you are facing challenges with diagnosing problems, forecasting problems, an organization that is uninformed about company growth, or staff satisfaction that is not linked to company success, your organization will benefit from the infusion of Key Performance Indicators.

## Why are KPIs important?

When the right KPIs are selected, it brings into focus the most important outcomes that drive company success. Employees connect the dots between their performance and the financial health of the organization.

In many businesses, the implementation of KPIs provide a clear understanding to the employees about how the company makes money. This releases positive, competitive energies that fuel greater employee engagement.

KPIs create accountability within the company. By measuring results over time, leadership is able to identify and resolve issues. Changes to the organization can be monitored for impact – good or bad – so that positive advancement and improvements can be made.

Instead of a nebulous “let’s do better”, clear goals are set.

