

# CONTRIBUTION CURVE

Performance is what you do – your activity.  
Contribution is the difference that you make – your value added.

Many businesses manage and reward people solely on their performance - their productivity or ability to meet targets whereas concentrating on the difference a person makes to your business brings significant and sustained benefits to your workforce and helps the business achieve its objectives.

## We call it Managing Contribution.

There are a few warning signs to look out for: inefficiency, waste or re-work; a demotivated workforce who appear stressed and frustrated; missing deadlines or overspending budgets; or unsatisfied customers. If any of these ring true, it's **time to make a change**. It is important to enable managers to think differently about the way they lead their teams as their actions have a direct impact on how their teams contribute to the success of a business. Using our Contribution Curve tool, we

can help you learn how to increase contribution in order to **make a positive difference** to both Managers and Team Members. We have established two specific curves identifying the different stages for both Managers and Team Members – they enable you to recognise your current level of contribution within a business, and what improved levels of contribution look like. The curve provides insight, acts as guidance and helps to construct manageable objectives for development.

Our programme takes you on a journey where we help you and your people change. It reviews your management style, team behaviours and effectiveness, sets meaningful and achievable development goals and helps you get there. We see the best results when natural working teams are all on the programme – where everyone is in it together and working towards the same goal to improve contribution and build success.

### The programme aims to achieve the following:

#### The right people doing the right things

Managers free up their time by delegating work to the right people. Then they can look further ahead to better plan and prepare for the future, and make longer term changes in their operating environment. Team Members get an opportunity to learn new skills and develop their knowledge, whilst progressing in their roles to become managers of the future.



#### Motivated people

People in the organisation understand what they are trying to achieve, and do the things they are good at and interested in.



#### Collaboration

Everyone works together to help each other succeed and all customer and supplier relationships work smoothly.



#### Tangible, significant results

This leads to greatly improved communication, engaged and motivated staff, greater efficiency, less waste, better staff retention and most importantly, happy customers.



### A typical programme comprises:



**1. Personal 1:1 coaching** with an independent, highly-skilled Treehouse **Contribution Coach** to help people move up their **Contribution Curves** and make more difference to the business.



**3. Discussion forums moderated by Treehouse**, generally held once a month on a relevant topic at that time, usually held as a webinar. This enables your people to share common issues and together figure out **what works best**.



**2. Three or more workshops** such as; **Introduction to Contribution, Creating a Compelling Vision & Mission, Planning and Prioritising your Time, Coaching** and having **Fierce Conversations, Networking** and **Managing your Reputation** and a **Final Springboard workshop** – to put in place the right conditions for everyone to develop and grow.



**4. E-learning** for the wider team (including suppliers, customers and other stakeholders for whom you think it could add value) – a simple introduction to **Managing Contribution** to enable the wider team to understand the new language and play their part.

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Empowering people, unlocking opportunity