

The 9 Common High-Performance Challenges

Strategy



73% of the C-Suite agree that Purpose is a priority. Research says that **40%** of Good Strategy is not achieved due to poor execution.

Culture



66% of employees say their culture positively impacts their work and behaviour everyday. CEOs & HR leaders now recognise that culture drives people's behaviour, innovation, & customer service: **82%** of survey respondents believe that "culture is a potential competitive advantage."

Leadership



Deloitte research says organisations with high leadership competency are **11x** more likely to build talent for competitive advantage. Only **44%** build talent for competitive advantage

Team



83% of workers say they do most of their work in teams **65%** of organizations view a team-based model as important or very important, but only **7%** feel ready to execute on this shift

Structure



Only **23%** of managers have started reconfiguring their business for growth. **80%** of companies expect to transform what they do; Employees who say their culture is positive are **3.8x** more likely to be engaged.

Capability



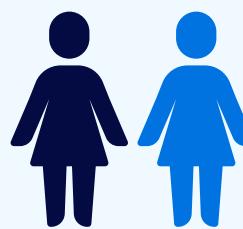
Organizations exposing at least **10%** of their employees to capability-building programs were **twice** as likely to improve their organisational health index scores as were organizations that didn't.

Systems



Deming says that **94%** of problems are related to poor systems. And if you put a good person into a poor system the system will win every time, Rummler. When a team sets goals collaboratively, over **70%** were highly engaged.

Individual



57% of employees believe individual contributors are responsible for shaping culture. Over **70%** of employees who have weekly performance conversations are highly engaged.

Adaptability



More than **70%** change efforts fail. Organisations that closely align performance management with employee and business needs realised a **24%** boost in workforce performance and had a **7%** higher proportion of high performers in their workforce