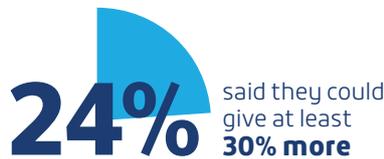
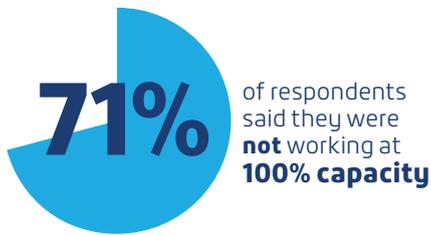


AIM WA PULSE SURVEY

Latest PULSE Survey signals it's time to think **INSIDE the Box.**

The first AIM WA Pulse Survey for 2018 indicates there is huge underutilised capacity in Western Australian organisations. Regardless of which sector you are from, improving the quality of supervisors and enhancing your systems and processes could offer significant payoffs.

So rather than looking for some innovative 'out of the box' thinking, it might be time to look inside for the next productivity gains and performance improvements.



Where might the remedies lie?



Young people present an extra opportunity.

The people with the most to give are those **under 35.**

Only 15%

said they were working at **full capacity** and one third could offer **30% extra** capacity or more.



Some of the reasons for this:

"No incentive scheme, no regular pay reviews, no celebration of success."

"Lack of career development, training, mentoring, opportunities...put up and shut up attitude."

What would change this?

"Improve the culture and making people (management) accountable. An IT system that works."

Senior managers – special insight or out of touch?

The most positive demographic were **senior managers and CEOs.**



They were **8% more** likely to say they were working to **100% capacity** and **9% more** likely to say there was **no excess capacity** in their organisations.

Either they have some special insight into the performance of their people, or they are missing huge opportunities within their teams.

Similarly, those in **non-supervisory roles** were well below the overall average with

41% able to give at least **30% more**

Whilst not overly surprising, the PULSE SURVEY results do provide a striking reminder of the productivity benefits of having skilled managers and leaders, plus a disciplined approach to refreshing your organisations systems and processes.

Please call AIM WA on 9383 8000 if you would like to discuss how you can get more from your people.

