

1 Motivation Measured
 This will benchmark your organisation. It will give robust, clear and definite measures you can take to improve relationships and organisational value. It is measured for each cut (section) in the organisation. No blanket statements are given. This allows for selected interventions.

What motivates your people, leads to organisational climate.



2 Climate Measured
 Motivation and climate impact on Organisational sub cultures.



3 Culture Measured
 Motivation, climate and culture determines attitudes.



4 Attitudes Measured
 Culture, climate, motivation and attitude impacts on:

- Quality
- IR Issues
- Learning and output approach
- Organisational stress
- Communication proficiency
- Market competitiveness

5 What the measures impact on and issues that can be improved on.
 These are the things it will impact on and an indication of associated cost and the possible saving you can make.

↓ An example of what we can calculate for your company.

Staff Turnover and Absenteeism	Low	High
Number of employees	1,000	1,000
Average Salary (\$)	\$60,000	\$60,000
Cost: Salary	\$60,000,000	\$60,000,000
Employee Turnover (%)	35	35
Employee Turnover cost (%)	75	150
Cost: Employee Turnover	\$15,750,000	\$31,500,000
Reduction in turnover (%)	10	10
Cost saving (Employee Turnover)	\$1,575,000	\$3,150,000
Unapproved absences (days)	9	9
Cost: absenteeism	\$2,925,000	\$2,925,000
Reduction in absenteeism (%)	10	10
Cost saving (absenteeism)	\$292,500	\$292,500
Total Cost	\$18,675,000	\$34,425,000
Total saving	\$1,867,500	\$3,442,500
M4P cost	\$150,000	\$150,000
Nett saving	\$1,717,500	\$3,292,500

Value for money investment!

Culture, climate and motivation impacts on:

- Staff turnover
- Absenteeism
- Sick/Stress leave
- Grievances
- Disciplinary problems
- Accidents
- Attraction of the right talent (recruitment, selection, appointment)
- Corporate Image
- Productivity
- Quality issues
- IR challenges
- Bullying
- Change difficulties
- Implementation strategies
- Motivational issues
- Information dissemination
- Alignment to vision (goals of the organisation)
- Bridging the gaps between silos in the organisation
- Bridging the gaps between Unions and the organisation
- Bridging the gaps between customers/clients and the organisation
- Bridging the gaps between boards/councils and the organisation
- Assessing and improving culture and climate issues in the organisation
- Dealing with change around issues like mergers, innovation, joint ventures, alliances, new management, structural changes and the like
- Tailored training

M4P

With the M4P we are the specialists that diagnose and take co-responsibility for the wellness of your organisation.

"A survey would be like going to a medical doctor and giving her the symptoms you're experiencing and listening to her take of what is wrong with you.

A diagnostic would be to wait for the blood and other tests to come back, to get a valid and reliable diagnoses as well as the actions/ medication / therapy / surgery you need to get well"