



# THE PCO GROUP

The greatest danger in times of turbulence is not the turbulence.  
It is to act with yesterday's logic.

- Peter Drucker

## THE PCO GROUP CREATES A SYSTEMIC ENVIRONMENT FOR CONTINUOUS ENGAGEMENT

14% of European employees are engaged

Gallup, "State of the Global Workplace: 2022 Report"

Knowledgeable, engaged workers are the engine of the digital economy. Yet organizational and management structures have not significantly changed in over 100 years, when Frederick Taylor's "The Principles of Scientific Management" influenced the design of Ford Motor Company's assembly line when the "machine economy" was born.

The result is sobering: only 14% of European workers are engaged. In other words, 86% are disengaged and their managers aren't performing well either.

## MANAGERS & TEAMS STRUGGLE FOR DIFFERENT REASONS

Gallup's analysis of engagement in Europe\* states that employee engagement is ultimately not about being obsessed with work or living to work. It's about having clear expectations, feeling connected to and supported by your team, and finding purpose in your work.

70% of the variance in a team's engagement is explained just by who their boss is. While 97% of managers think they are good managers, 69% of employees think they have bad managers. This is no surprise when over 60% of managers have not received training for people management skills.

Engagement, which results in increased productivity, innovation, and profitability, must be a strategic priority.

Redesigning the manager-employee relationship is key to breaking through to the next level of engagement and organic growth.

70% of people leave jobs due to their manager



## HOW DO WE ADAPT THE MANAGER & EMPLOYEE ROLES TO WEAVE THE NECESSARY SKILLS AND EXPERIENCES TO ORGANICALLY ATTAIN THE HIGHER ENGAGEMENT NEEDED?

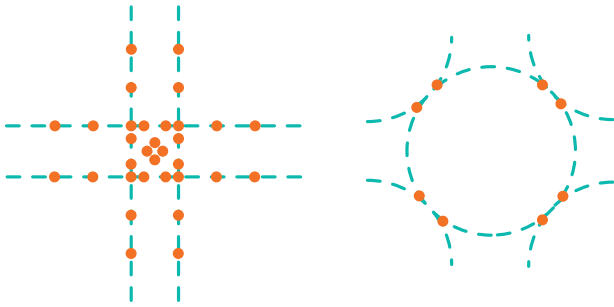
\*Europe gets life right, but work wrong (Gallup 2022): [www.gallup.com/workplace/393794/europe-gets-life-right-work-wrong.aspx](http://www.gallup.com/workplace/393794/europe-gets-life-right-work-wrong.aspx)





# THE PCO GROUP

## REDEFINING ROLES TO OPTIMIZE A TEAM'S POTENTIAL



Stoplights have 32 points of conflict while roundabouts have just 8 points of conflict.

Roundabouts are safer, faster, and cost less to install and maintain than stoplights.

While the conventional approach to solve this managerial issue is to provide more training and development to managers, the PCO Group has a more efficient approach to bring individuals, managers, and teams to their full potential.

Let's compare stoplights and roundabouts. The roundabout outperforms a stoplight intersection - they are safer, reduce delays, and are less costly to install and maintain. Roundabouts are less complex, allow drivers to make their own decisions based on a few simple and easily understood rules, and trust one another to make good judgements.

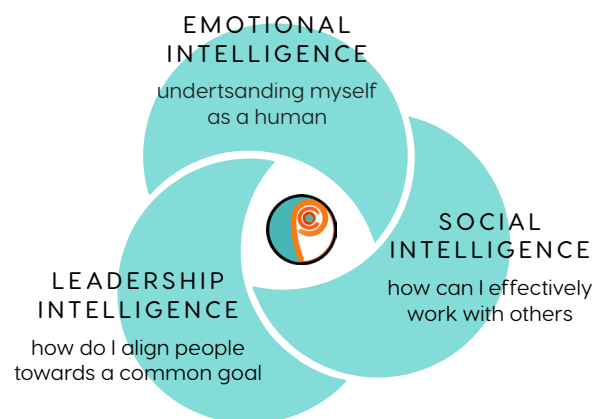
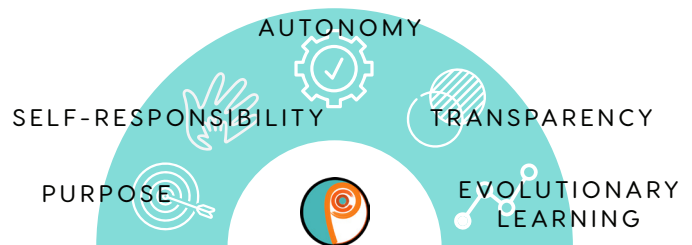
Controlling people directly, like cars at a stoplight, does not promote engagement. Co-creating an environment where everyone flows with the system, like a roundabout, nourishes a new relationship between the roles of employee and manager and results in engagement across teams.

## ACCELERATE ENGAGEMENT BY NOURISHING INTELLIGENCES

The PCO approach continuously develops individual's five mindsets and their associated skills - Clarity of Purpose, Self-Responsibility, Autonomy, Transparency, Evolutionary Learning. In turn, Emotional, Social and Leadership (ESL) Intelligences are further developed.

Developing these mindsets guides the manager to let go of **how** and be ever clearer on **what** - learning to communicate direction for the team and helping the team learn how to function autonomously to accomplish the direction.

Everyone has Emotional, Social and Leadership (ESL) Intelligence. Many companies do not enable these intelligences to flourish within individuals or teams. The PCO approach continuously develops both the employee's and manager's ESL Intelligence in the context of their work, immediately benefiting the company's goals.



## BENEFITS OF DEVELOPING MINDSETS & INCREASING ESL INTELLIGENCE

- Improved Communication and Feedback
- Stronger Problem Solving
- Faster Decision Making





# THE PCO GROUP

## THE PCO GROUP'S APPROACH

The PCO Group provides two additional roles into your company to develop the mindsets and their skills, and to guide the nourishment of the Emotional, Social and Leadership Intelligences that is needed from everyone in your organization.

**PCO CONSULTANT ROLE:** Designs and adjusts the mindset map to achieve the unique business goals.

**PCO FACILITATOR ROLE:** Delivers learning and development activities, in the context of teams' purpose, to continuously develop and steer the mindsets needed. Cadence - weekly, bi-monthly, or monthly - is adapted to the teams' needs as challenges change.

Teams are further engaged and therefore will adapt more quickly and more easily to customer and market demands. Everyone develops a deeper clarity of the purpose, maximizing their own contribution to organizational and customer success.

## DESIGN OF THE PCO GROUP'S APPROACH



Emotionally Safe



Organizationally Powerful



Economically Attractive

## THE PCO GROUP'S MISSION

The PCO Group provides services for companies and institutions to uncover and utilize the inherent qualities in individuals to efficiently and effectively achieve their goals.

WE CULTIVATE ENGAGED TEAMS, FULFILLED PEOPLE  
AND ADAPTABLE ORGANIZATIONS



CONTACT US TO LEARN MORE

