

STAFF VALUE PROGRAM TRAINING

OUTCOMES/BENEFITS

The first step of the SVP is to conduct the Professional Development Survey. The Survey is a critical part of the SVP and it provides an excellent, but simple, insight into what issues exist with the workforce. Without this knowledge it is not possible to design a Program that will appeal to staff. If the Program does not appeal to staff they will not 'buy in'.

The Survey also provides an indirect benefit. By inviting staff to provide input into the work environment, and then acting on their comments, the business owner sends out a big statement: that "I do listen to you and value you as individuals". This is a key consideration of fostering a 'care factor' culture amongst the workforce.

The results of the Survey are discussed when the Staff Value Program is specifically designed for the client. The Survey identifies areas that the Staff feel need to be addressed.

During the Design stage of the SVP the Employer also identifies areas he/she feel need to be addressed, eg:

- Any areas of poor performance
- Any specific behaviours that the owner wants to be addressed

With this knowledge, and using the Staff Value Program, the Facilitator is able to design a Program that:

- Improves staff motivation and productivity
- Improves staff retention
- Makes staff recruitment easier
- Establishes a greater 'team based' environment
- Pays for itself
- Is 'administratively' easy to implement and maintain

Quite often the SVP requires the client to redesign certain forms, most notably the Position Description and the Career Development Form. We can provide templates of these.

The SVP Facilitator is able to design a Program that most clients can maintain themselves. However the Facilitator is also able to provide the external discipline that is often required to maintain these Programs. This is critically important as a business that fails to maintain its SVP will cause untold damage.



SkeggsGoldstien Associates Pty Limited
ABN 73 088 294 160
Authorised Representative of
AMP Financial Planning Pty Ltd

35/6 Meridian Place Bella Vista NSW 2153
(PO Box 8296 Baulkham Hills BC NSW 2153)
† 1300 753 447 f +61 2 8882 9264
e admin@sgapl.com.au
w www.sgapl.com.au