

Team Excellence

CONTENT

Understanding the Business Environment

Supply exists to serve demand not itself. The customer is the most important person in any business.

The Issue of Price

How price, supply and demand affect each other. How the labour market affects price; salaries and wages.

Understanding Our Business

How do we serve. Who are our competitors. How do we organise and run our business.

Adding Value or Creating Wealth

What is wealth. How do we create wealth. How can we increase wealth generally and in our company specifically.

Sharing Value Add or Wealth

The main contributors to wealth. How wealth is shared among contributors generally and in our company specifically.

Dealing with Changes in Value Add

How should we handle a drop of wealth in our company. How should we handle an increase in wealth in our company.



PEOPLE AND WEALTH

THE PROGRAMME

The People and Wealth Programme was developed from an employee perspective to enhance employees' understanding of their contribution to the creation of wealth at work.

The conventional way of presenting employees in the workplace is as a cost to the shareholders; as reflected in a company's income statement where employees sit firmly on the cost side of the equation. This adds to the tension between employee and shareholder because it presents the two stakeholders as having conflicting interests in the company.

By switching the emphasis to contribution, the stakeholders are instead presented as essential partners; who are mutually dependent upon serving the customer in order to reap rewards.

The only accounting tool which measures the degree to which a business is truly market driven and concerned with serving its customers is the Value Add Statement. Value Add is also a measurement of the reward which is shared among all those who contributed to the value add in the first place. As such value add is the only measurement of both contribution and reward in a business. As such it enables a market driven understanding of a company without placing undue emphasis on the interests of a particular stakeholder.

The People and Wealth Programme is ideologically neutral and is primarily aimed at empowering and enabling employees to become mature contributors, in the first instance to customers, and ultimately to the company as a whole.

The Programme can be internally or externally driven. It comprises six interactive and participative modules, each of two hours duration. The Programme can be run over two days or on a modular basis, with at least one module being run every week.

Initially designed in an illiterate environment, the Programme can be adapted to suit a totally illiterate workforce through to employees with a basic primary education. Each People and Wealth Programme is fully customised to the client organisation in which it is run.