



Developing your team

We are all told that it costs far more to attract a new customer than to keep the current customers happy and buying. The same very often applies to your employees.

When members of your team do not meet their objectives/goals do you immediately think of advertising for a replacement or should you consider improving their skills so they can meet their objectives/goals?

Statistics tell us that those companies who invest in training their employees are more successful than those who don't. Griffins are able to help your company to grow a successful team by:

- ✍ Saving you time – we will assess your training needs and implement the relevant programmes
- ✍ Saving your money - well trained staff will not only be more effective but will also stay motivated and loyal
- ✍ Maximising your expenditure – a good appropriate programme will mean that your training budget is used effectively and efficiently
- ✍ Improving your profits with staff who are able to complete their objectives and fulfil their goals which will affect your sales and customer satisfaction

To achieve this the Griffins HR Team will use tools that include the following:

- ✍ Training needs analysis reports
- ✍ Skills assessments of your team
- ✍ Job descriptions for all your employees
- ✍ Performance reviews
- ✍ Appraisal processes
- ✍ Goal setting for individuals and teams
- ✍ Coaching
- ✍ Business planning for your team

Often performance problems are down to a lack of understanding. Your employee doesn't know what is expected of them, how they fit into the organisation and the importance of their role on whole business success.

Griffins

HR Solutions

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