



WHAT IS THE \$687 BILLION QUESTION?

\$687 billion

the potential opportunity cost of time wasted on unnecessary admin not related to core jobs in the U.S.

according to recent [research](#)¹



MANY MANAGERS VIEW PEOPLE AS A COMMODITY RATHER THAN AN ASSET

Only 31% of HR managers see people as a top asset!

OFTEN TOO MUCH FOCUS ON NUMBERS AND NOT STAFF



59% believe their CEO is focused on finances rather than employees



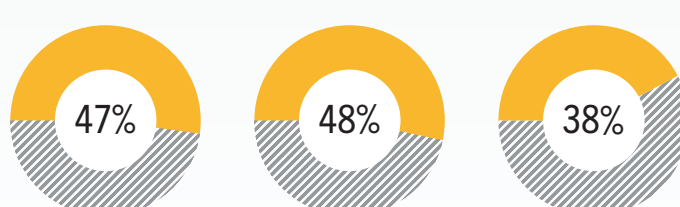
SMALL CHANGES CAN CREATE BIG OPPORTUNITIES

65% of respondents find it difficult to complete all tasks in a typical workday, with only 12% of respondents thinking productivity is strong. With a combination of small changes, organizations can simplify working life, boost productivity, and save millions each year.



THE AVERAGE WORKING DAY IS BECOMING MORE COMPLEX

Would you say your working life is too complicated? % = YES



HR professionals Operations/Line of Business managers Employees

COMMON DESIRE FOR IMPROVEMENTS



83%

of LoB and Operations managers say employees need to be more engaged

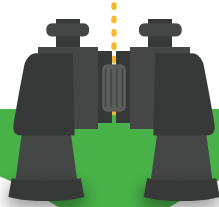
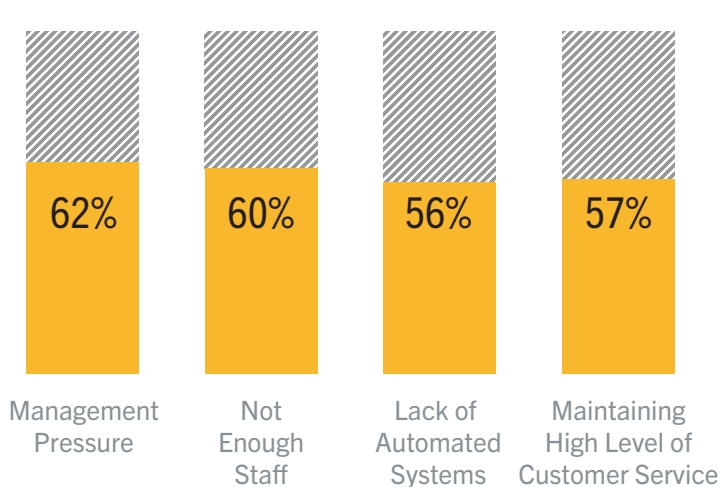


only

12%

of all respondents say engagement is strong in their business

BIGGEST CHALLENGES FACED ON A DAILY BASIS



A CLOSER LOOK AT THE FIGURES

\$58,390 average annual salary in the U.S.²

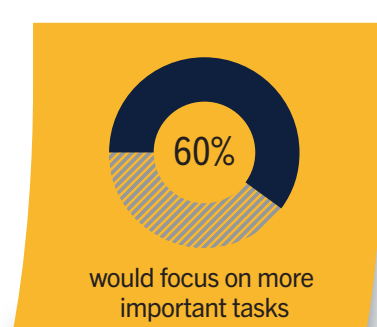
\$4,554 opportunity cost per employee of **3.1 hours**³ of unnecessary administration.

151 million people in employment in the U.S.

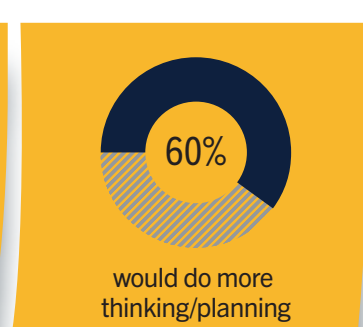
Saving **one hour** per employee per week equates to **\$1,518** a year,

which adds up to a staggering **\$229 billion** total savings for U.S. organizations.

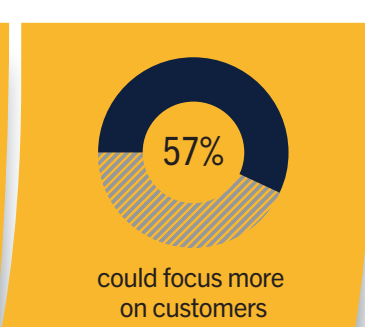
WHAT WOULD PEOPLE DO WITH THE TIME GAINED BACK FROM ADMIN TASKS?



would focus on more important tasks



would do more thinking/planning



could focus more on customers

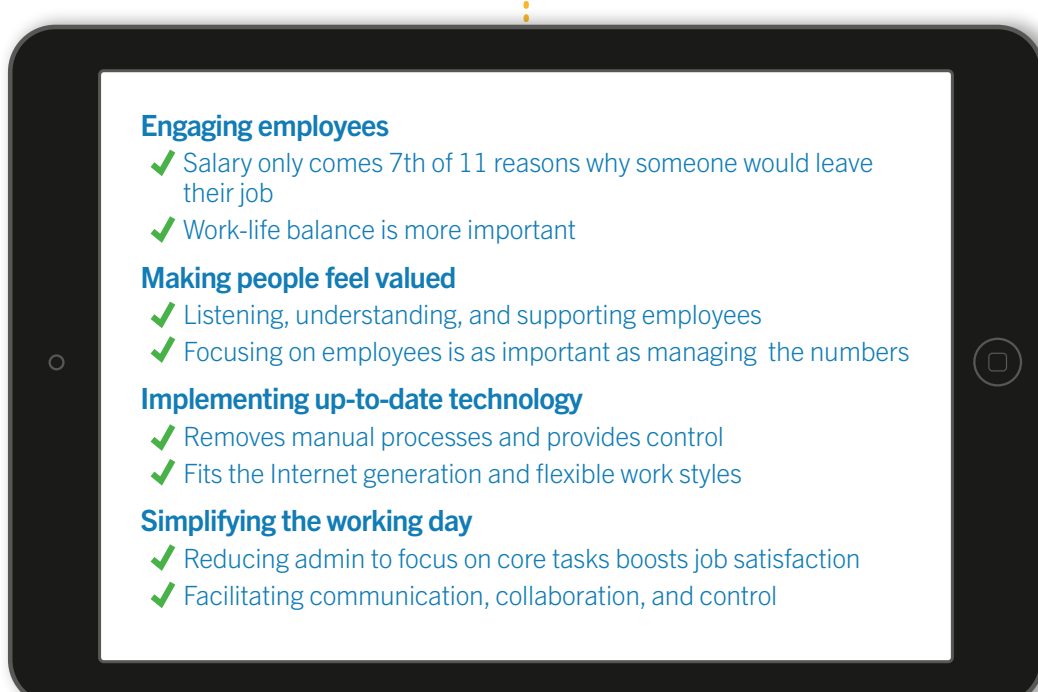


PUTTING EMPLOYEES FIRST SHOULDN'T BE THE LAST THING LEADERS DO

Employee engagement is critical to boosting productivity yet only 12% of employees rate engagement as very strong.



HOW CAN WE FIX THE ISSUES?



Engaging employees

- ✓ Salary only comes 7th of 11 reasons why someone would leave their job
- ✓ Work-life balance is more important

Making people feel valued

- ✓ Listening, understanding, and supporting employees
- ✓ Focusing on employees is as important as managing the numbers

Implementing up-to-date technology

- ✓ Removes manual processes and provides control
- ✓ Fits the Internet generation and flexible work styles

Simplifying the working day

- ✓ Reducing admin to focus on core tasks boosts job satisfaction
- ✓ Facilitating communication, collaboration, and control



ULTIMATE RESULT IS DELIVERING VALUE

Engagement is a two-way process. Employees want to work for businesses that understand, listen, and empower; employers must treat their people as assets — not as costs. The potential rewards of doing little things well are huge.

¹ Research report: "The \$687B Question: Is Employee Engagement the Driver for Business Success?" 2016

² U.S. Bureau of Labor Statistics, United States Average Hourly Wages, Trading Economics, found at <http://www.tradingeconomics.com/united-states/wages>. The average salary level used as the basis for calculations made in this research are based on U.S. Government labor statistics adjusted to reflect the specific nature of the sample in terms of size and sector plus normalization to common bases to other markets under study to allow for comparisons.

³ U.S. Bureau of Labor Statistics, United States Employed Persons, Trading Economics, found at <http://www.tradingeconomics.com/united-states/employed-persons>.