

# Embrace this Business Challenge:

## Be More in 2017 with the Center for Business Performance Solutions

**I**n 2017, your success, and that of your business is dependent on your strategy and capacity to execute. Organizations best positioned for growth and success are those that recognized the need for leadership to define their destiny and act in ways that empower its teams to maintain focus while steering the organization through the noise and turbulence of the environment around them. These organizations are differentiated by their keen awareness of that which is relevant to performance and rarely react to the uncontrollable headwinds. They stay true to their vision.

That vision is redefined annually answering the question: "What will success look like for our organization one year from now?" This question and the deliberate process of planning leaves little to chance. It results in a foundation for strategic action which addresses the types of investments required to ensure success, the timing of those investments, identification of changes necessary to ensure adaptation and deployment of key initiatives, and the measures necessary to validate the need to make course corrections at key milestones in order to re-align the business course with the desired vision.

While physical capital, technological enhancements, and infrastructure are necessary fiscal obligations, the investment with the greatest return is understood to be in human capital. Research consistently demonstrates that there is a direct, positive relationship between an organization's training investment and its bottom-line performance. A well-constructed training plan that aligns with strategic initiatives leads to a more educated, skilled, and capable workforce. Such an investment will have a positive impact on organizational growth, ability to accelerate in go-to-market strategies, increased levels of productivity, improved efficiency in processes, increased employee engagement and workplace satisfaction, and higher employee retention rates.

At a time when employee engagement and labor participation is at a 40 year low, economic growth (which reflects general business performance) is under three percent, and talent acquisition has been identified as among the top three business challenges, the success of any business will be dependent upon its ability to optimize its current workforce and empower them as innovators and problem solvers. This does not happen by chance.

For more than 30 years, Waukesha County Technical



### 10 Best Business Practices for 2017

1. Develop your leaders - skills don't come with the title
2. Create and communicate a clear vision
3. Prioritize initiatives
4. Focus on employee engagement
5. Support a culture of continuous improvement
6. Look for quick wins to gain momentum
7. Reward results
8. Invest in your workforce
9. Seek to understand the motives of your employees
10. Differentiate your business as a great place to work

© 2017 Center for Business Performance Solutions

College has been contributing to the advancement of employee capacity through its traditional technical education programs. Over the past 10 years, its Center for Business Performance Solutions has differentiated itself as a premier business performance catalyst by providing guidance in strategic initiatives, leadership development, talent management, and

process improvement.

As you look to improve your outcomes in 2017, seek a partner with proven experience in performance excellence. The Center for Business Performance Solutions...local, innovative, results driven. Your success is our mission.

**For more information or to discover how to advance your business performance, contract [cbps.info@wctc.edu](mailto:cbps.info@wctc.edu). Add "Seeking Solutions" in the subject line.**



CENTER FOR  
**Business Performance  
Solutions**