


# Building culture to increase retention and productivity

Hayes & Stolz Co. | Personal Development Proposal by Jared Latigo

## THE WHOLE POINT

# Invest in your people and they will invest in you.




YouTube


Realtor Association


JoCo Radio

# What is culture?

**People like us do things like this.**


MOOYAH
BURGERS · FRIES · SHAKES


DAVE
RAMSEY


DREAMWORKS
SKG


Chick-fil-A

# Why personal development?

- Employee retention
- Building a better culture
- Better Productivity
- Employee engagement
- Increased performance
- Improved morale
- Stewardship




Both the employees and the business wins!

Companies that offer comprehensive training programs have **218% higher income per employee** than companies without formalized training.

*–Association for Talent Development*

These companies also enjoy a **24% higher profit margin** than those who spend less on training.

*–Association for Talent Development*

Fortune 100 companies spend an average of 73 hours of training per year.

*– Great Place to Work*

# What does that amount to?

The total loss to a business from ineffective training is a staggering $13.5M per year per 1,000 employees!



# Change is inevitable.

- 40% of the workforce is now millennials
- They want to work for a purpose
- Culture and development are the two most important things they are looking for in a company



A whopping **87% of Millennials** say that professional development and career growth are significant to them.

*–Gallup*

# 92 out of 96 Fortune 500 CEOs

took notice of the impact on their businesses from the various educational and development programs they were running.

***95% of hiring managers*** considered employee training as a key retention tool

*- Chartered Institute of Personnel and Development*


UNTIL DEBT
TEAR US APART

The average American household carries nearly **$100,000** in debt

**outside of mortgages.**

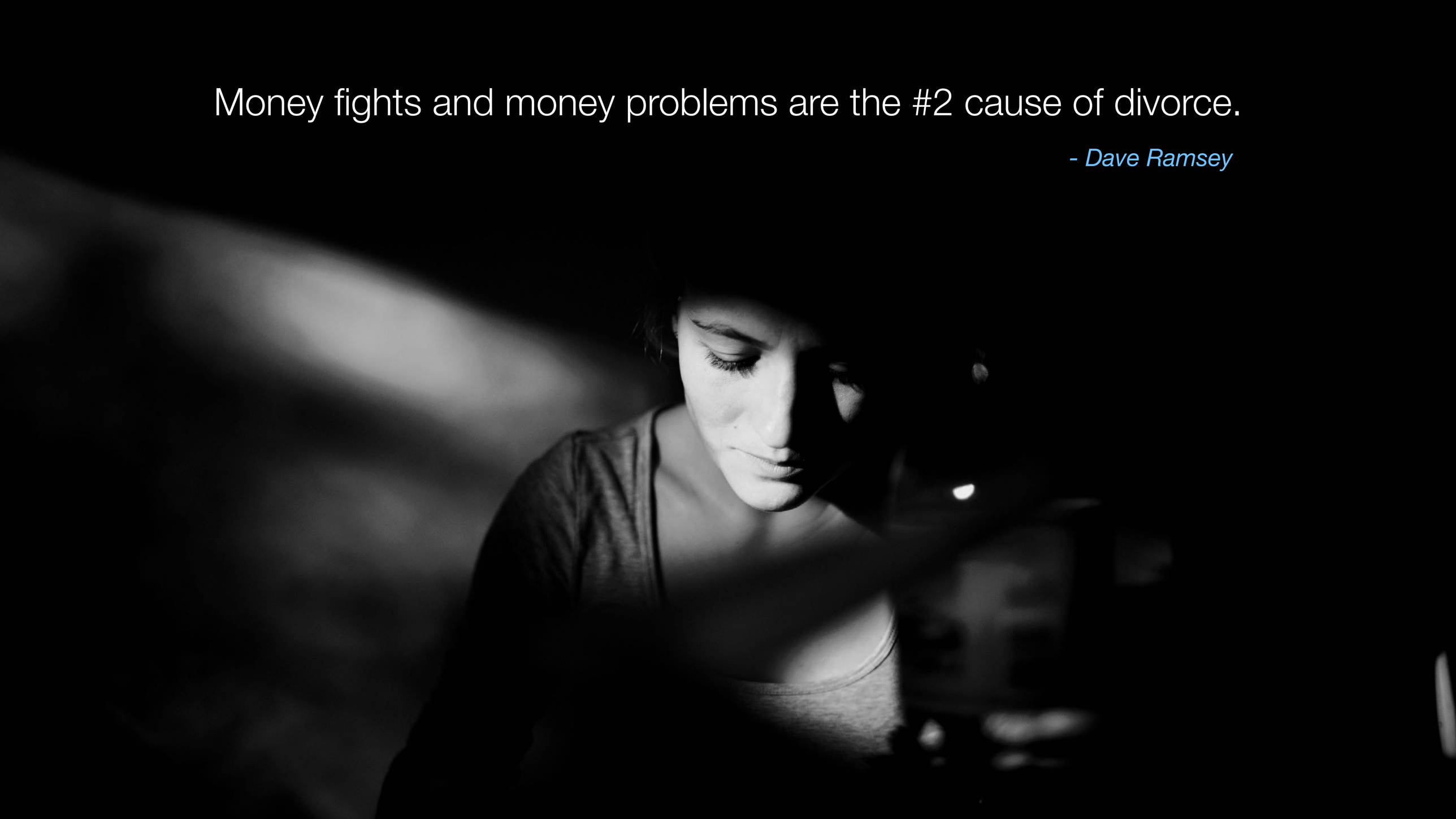
*– Federal Reserve*

40% of Americans can't handle a **$400 emergency** with cash.

*– Forbes*

Money fights and money problems are the #2 cause of divorce.

*- Dave Ramsey*



# Personal development is hope.

If we can work together to address these, your employees will be able to work more in their strengths and with less stress! That will immensely help your bottom line, culture and employee retention!



An investment in knowledge always pays the best interest.

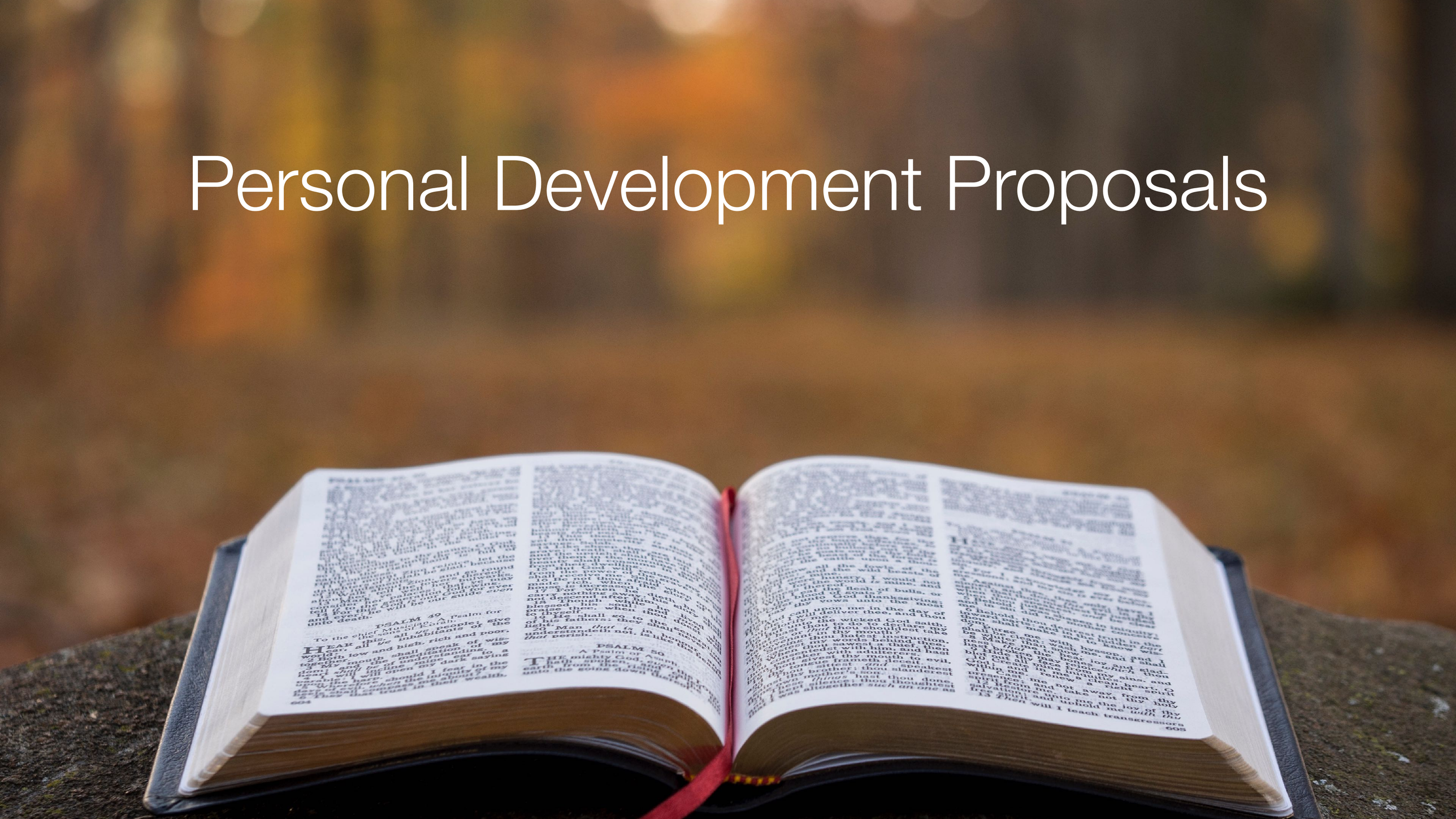
*–Benjamin Franklin*

# How I can help.

- Workshops/Seminars
  - In person trainings with real life examples, resources and key takeaways
- Coaching/Consulting
  - 1-on-1 with your employees or leaders to help in specific areas of concern



# Personal Development Proposals



# Training Topics

**Maximize Your Life:**

How to analyze your lifestyle and align it with your goals. Attendees will be encouraged to make the necessary life changes to achieve their personal and professional goals.

**Financial Freedom:**

This educates on the state of mind and body debt can put a person in. People will have knowledge and a plan to begin to take necessary steps to dig out of debt, set goals and hope again.

**The Entrepreneur Mindset:**

A great company needs a great culture. This will empower each person to take personal responsibility for their job and actions to build a better culture.

# Investment options

**Intro**

Pick 1: The Entrepreneur Mindset, Financial Freedom or Maximize Your Life

Worksheets, suggested books and online resources provided for further learning

$2500

**Basic**

Pick 2: The Entrepreneur Mindset, Financial Freedom or Maximize Your Life
(1 per week for 2 weeks)

Worksheets, suggested books and online resources provided for further learning

$4500

**Pro**

The Entrepreneur Mindset, Financial Freedom AND Maximize Your Life
(1 per week for 3 weeks)

Worksheets, suggested books and online resources provided for further learning

Co-create newsletter to help with employee buy-in

$8000

# Investment options

**Culture Shift**

The Entrepreneur Mindset, Financial Freedom AND Maximize Your Life
(1 per week for 3 weeks)

Worksheets, suggested books and online resources provided for further learning

Co-create newsletter to help with employee buy-in

1 on 1 consulting on-site
(1, 4 hour day per week)

$20,000

**Complete Overhaul**

The Entrepreneur Mindset, Financial Freedom AND Maximize Your Life
(1 per week for 3 weeks)

Worksheets, suggested books and online resources provided for further learning

Co-create newsletter to help with employee buy-in

1 on 1 consulting on-site
(1, 4 hour day per week)

Also includes setup of full personal development plan to implement company-wide. Details to be discussed.

$50,000

Invest in your people and they will invest in you.

*Thank you for your time!*