



## **FOR IMMEDIATE RELEASE**

**Organisations can improve their productivity and performance simply by providing employees with reassurance about job security.**

**Yet almost 30% of employees say they are not receiving this reassurance.**

**As employees face wage freezes and the on-going effects of the global economic crisis, the latest Leadership, Employment And Direction (L.E.A.D.) Survey has found job security has become a major influence on workplace performance.**

**Job security rocketed from the 11<sup>th</sup> to the 2<sup>nd</sup> most important influence on improving an employees' performance. The fastest movement of influences measured since L.E.A.D. began in 2000.**

L.E.A.D. also found that trust in the strategies and plans of employers to deal with tough economic times has never been higher and is encouraging workers to stay put.

"Employers are playing their part. While they are looking at cutting costs, only one quarter have laid off staff, and in most cases they are simply not replacing people who leave," says Grant Sexton, CEO of Leadership Management Australasia, which commissioned the survey.

"Three-quarters of employees have confidence in the current strategies and trust their leaders to deliver them through tough times," Mr Sexton says.

The enormous opportunity to tap into the trust of their people is shown in the sharp decline in the proportion of employees applying for new jobs in the previous 6 months – almost halving from 20% in 2006 to 11% in 2009.

One of Australasia's most significant surveys into workplace issues and their effect on management and employees, L.E.A.D. is now an on-line rolling survey.

Information is being released in waves three times each year, constantly updating what is really happening within Australasian organizations.

***For a copy of the L.E.A.D. Survey White Paper go to***  
<http://www.lma.biz/L.E.A.D. Survey White Paper, 'Hang Tough', August '09.pdf>

L.E.A.D. is an independent survey and includes the views of more than 4500 representatives from all sectors, locations and organization sizes. Participants include employees, frontline managers and supervisors, business leaders and senior management.

It draws on 10 years of previous surveys to analyse changes in the workplace, providing the latest insights, trends and emerging issues affecting business and people management.

Leadership Management Australasia (LMA) has been at the forefront of training and development in Australia and New Zealand delivering solutions to managers since 1972.

- ***LMA CEO Grant Sexton is available for interview (03) 9822 1301***
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