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WORKPLACE PRODUCTIVITY. 2011's 5 big issues and 5 New Year resolutions for leaders and managers

Know your people better in 2012, managers told

Make the best of your resources and know your people better are listed among Leadership Management Australasia's New Year resolutions for workplace leaders and managers to increase performance and productivity.

LMA today released a report on [5 Key New Year's Resolutions to Increase Your Performance and Productivity](#) as well as a related report [5 Key Leadership Management Issues from 2011 to Drive Success in 2012](#) based on the company's ongoing L.E.A.D. (Leadership Employment and Direction) Survey.

LMA is a 39 year-old leadership and management development company servicing 70 locations across Australia and New Zealand. LMA has worked with over 115,000 people in small and medium organisations, large corporations and government departments.

The key big issues that surfaced for organisations in 2011 are:

- Job Satisfaction
- Staff Turnover
- Skills Shortages
- Generational Disharmony and
- A rise in the importance of Human Resources Management

(for complete report [click here](#))

LMA Chief Executive Officer, Andrew Henderson said with these big issues now clearly on the radar, the onus was squarely on leaders and managers to take a serious look at each issue, think deeply about the potential for the issue to impact on their organisation and develop specific plans to address each issue.

"Failure to address these critical issues will have a detrimental effect on the success of an organisation in 2012," he said. "Planning relies on reflection, to look back to identify what has worked and what hasn't."

LMA's key New Year Resolutions for leaders and managers are:

- Make the best use of the resources you have
- Get to know your people better
- Lead everyone to focus on goal setting and High Payoff Activities (HPAs)
- Communicate, communicate, communicate
- Eat the 'elephant' one bite-sized chunk at a time

LMA suggests that by committing to these resolutions in the form of written goals, with small bite-sized action steps, that are regularly reviewed, leaders and managers will be able to generate higher performance and greater productivity in their organisation in 2012. (for complete article [click here](#))

“Don't let another year of great but unfulfilled intentions go by ... start now to set your goals for the New Year!” said Mr Henderson.

Ends

Editors note: Both Key 5 lists are unranked. You are free to use these two reports as posted today in LMA's end of year client newsletter/blog.

About L.E.A.D. (Leadership, Employment and Direction) Survey. Running for 11 years, the L.E.A.D. Survey is Australasia's most authoritative survey of workplace issues and their effect on management and employees. It is now an on-line rolling survey with information released in waves three times each year, constantly updating what is really happening within Australasian organisations. The L.E.A.D. Survey is managed by Adrian Goldsmith of Chase Research. It is commissioned by LMA. Mr Goldsmith designed and conducted previous L.E.A.D. Surveys when a director of Quantum Market Research. Participants are from all sectors, locations and organisation sizes and include employees, frontline managers and supervisors, business leaders and senior management. It draws on previous surveys to analyse changes in the workplace, providing the latest insights, trends and emerging issues affecting business and people management.

About Leadership Management Australasia (LMA). LMA was established 39 years ago. It now has a team of 140 across Australia and New Zealand delivering programs to improve productivity, performance and leadership. LMA has worked with over 115,000 people in small and medium organisations, large corporations and government departments.