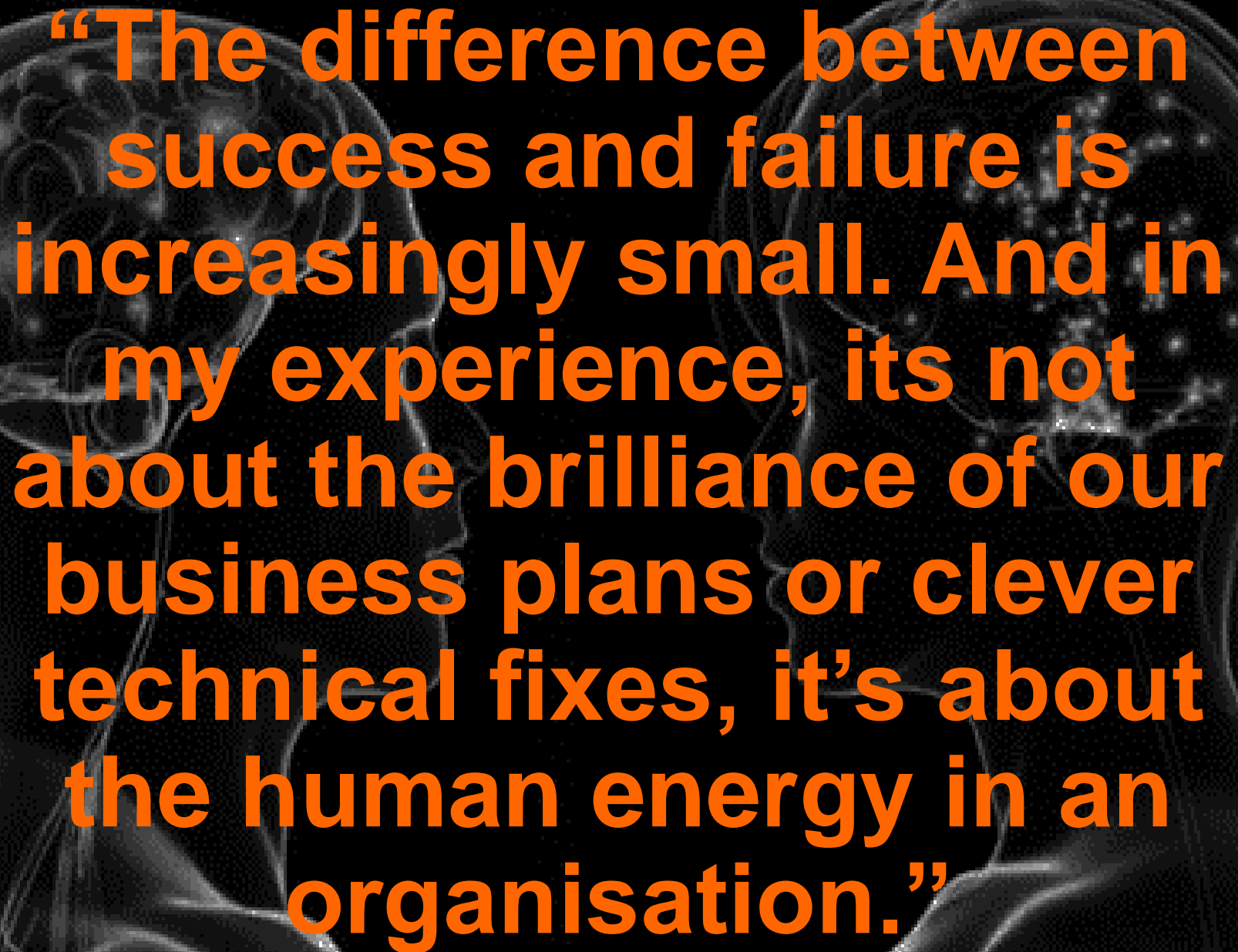


Dr. Mark Powell & Jonathan Gifford



The Human Energy Gap



“The difference between success and failure is increasingly small. And in my experience, its not about the brilliance of our business plans or clever technical fixes, it’s about the human energy in an organisation.”

Dr Mark Powell

“Our people are our most important asset”

Really?

Employee engagement: Ongoing surveys

Gallup State of the Global Workplace 2011-12

**Engaged: 'Work with passion and
move the organisation forward'**

13%

Engaged

24%

Actively
Disengaged

**Actively Disengaged: 'Act out
their unhappiness and
undermine co-workers**

**Not Engaged: 'Sleepwalking: give time
but not energy or passion'**

63%

Not engaged



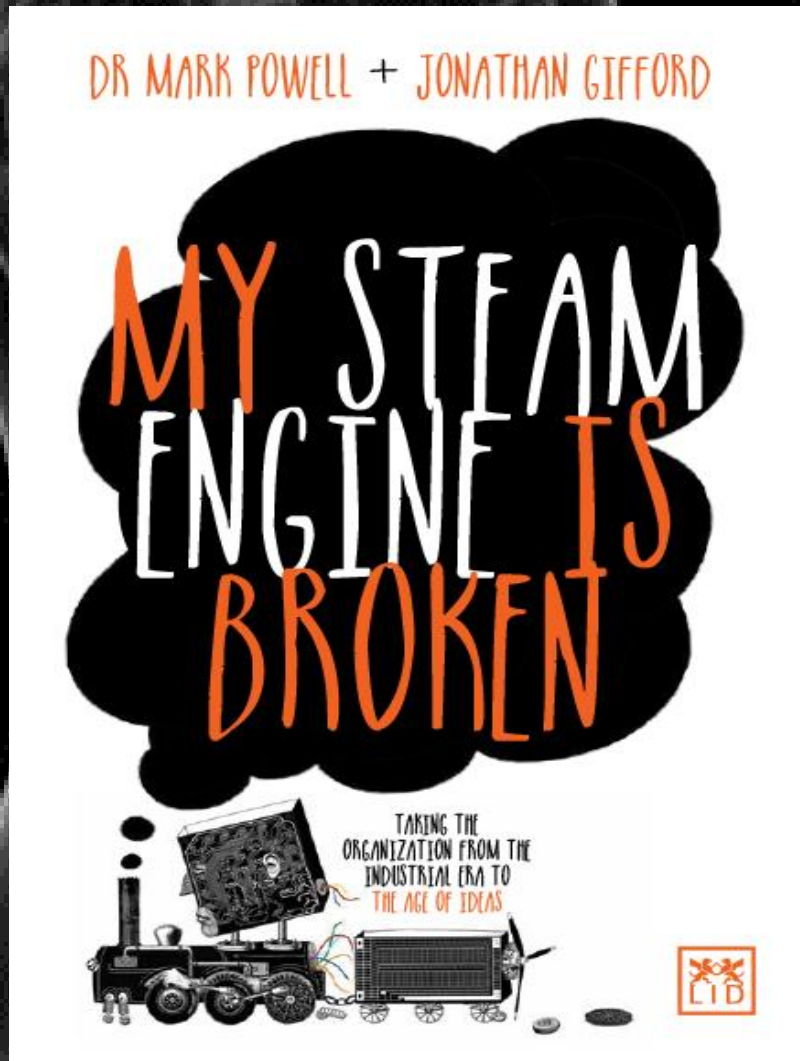
63%

'Not Engaged'

If we could recover 20% of the productivity of this 63%

13% of UK GDP = £260bn pa

The world of business is missing the human element



“Taking the organisation from the Industrial Era to the Age of Ideas”

Beware of management consultants...



KFC's customer proposition

1956

“It’s
finger-lickin’
good”

2000




“To provide
families with
affordable,
delicious,
chicken-dominant
meals”

We need to change the way we think about employee engagement




~~Engagement~~

Value Gaps
&
ENERGY loss




The values held by people are constantly changing

Changing Perceptions in the UK	 1969	 1989	 2009
Actual disposable incomes	100%		
I am satisfied with my standard of living	79%		
Politicians are generally good people	45%		
I have confidence in the police	65%		
It's good for some people to be rich	50%		
I'd pay more to protect the environment	33%		
I'm in favor of nuclear power stations	35%		

The values held by people are constantly changing

Changing Perceptions in the UK	 1969	 1989	 2009
Actual disposable incomes	100%	200%	
I am satisfied with my standard of living	79%	75%	
Politicians are generally good people	45%	35%	
I have confidence in the police	65%	70%	
It's good for some people to be rich	50%	40%	
I'd pay more to protect the environment	33%	75%	
I'm in favor of nuclear power stations	35%	29%	

The values held by people are constantly changing

Changing Perceptions in the UK	 1969	 1989	 2009
Actual disposable incomes	100%	200%	326%
I am satisfied with my standard of living	79%	75%	47%
Politicians are generally good people	45%	35%	17%
I have confidence in the police	65%	70%	46%
It's good for some people to be rich	50%	40%	28%
I'd pay more to protect the environment	33%	75%	49%
I'm in favor of nuclear power stations	35%	29%	44%

we give
everything
we've got,
then go back for more.

no no doubts,
no holding back,
giving in.

the court to the catwalk,
the stadium to the street,
whatever the game,
we play the same way: **heart**

over head.

inclusion over ego
united by passion, we go

all in

adidas[®]

GROUP

The unique differences between individuals are not easily catered for in many organisations



The Human Energy gap...

Passion

Perspective

ME

The Energy

US

Personal

GAP

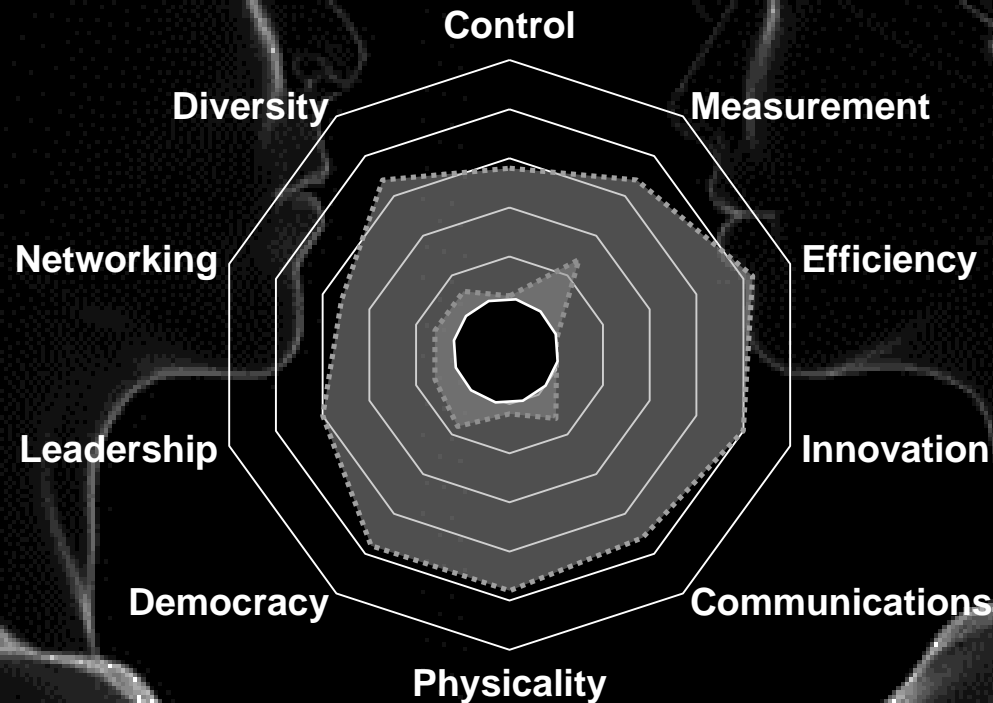
Commercial

Emotion

Connection

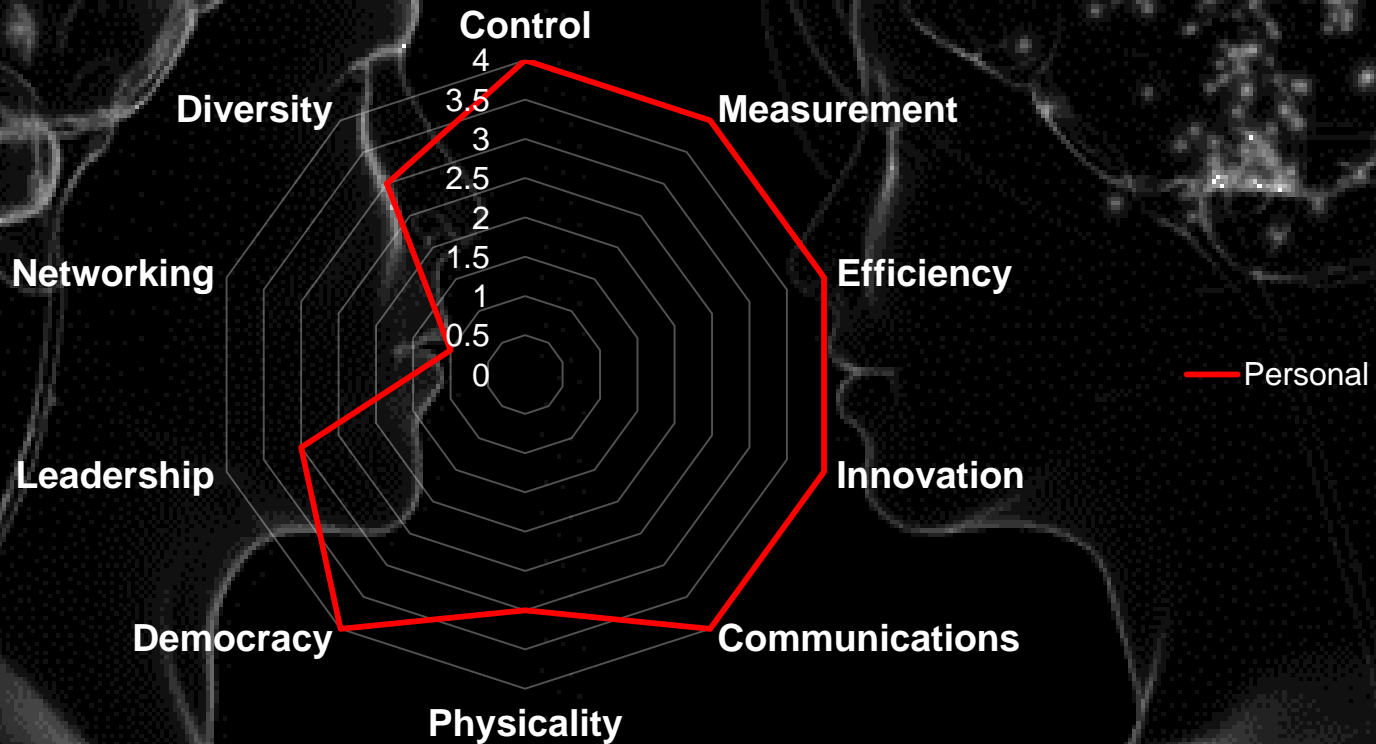
**...is the difference in values
between the organisation and its
employees**

The Human Energy Gap



What people want from work...

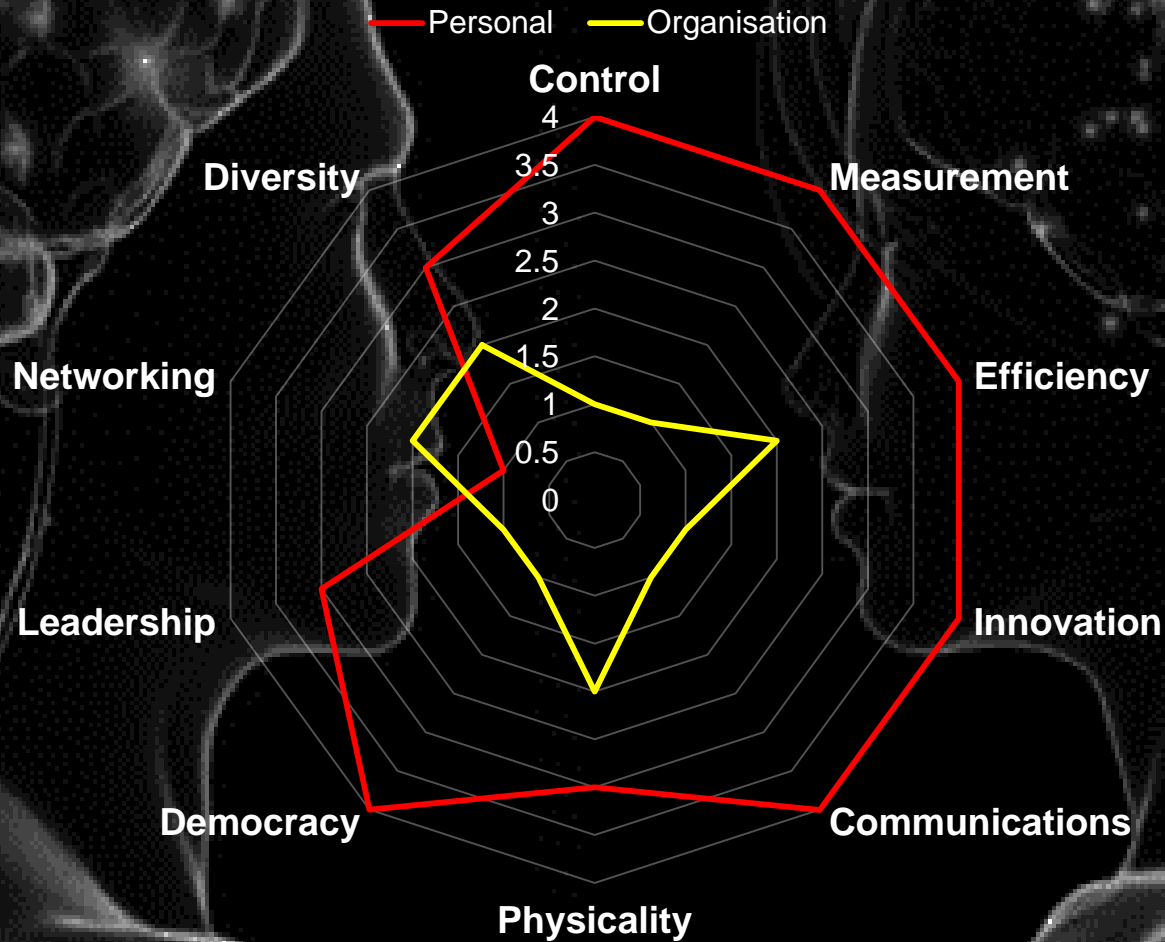
Female, Non-Manager, 45-54, Human Health & Social



Higher score = "More Age of Ideas"

...and what they experience

Female, Non-Manager, 45-54, Human Health & Social

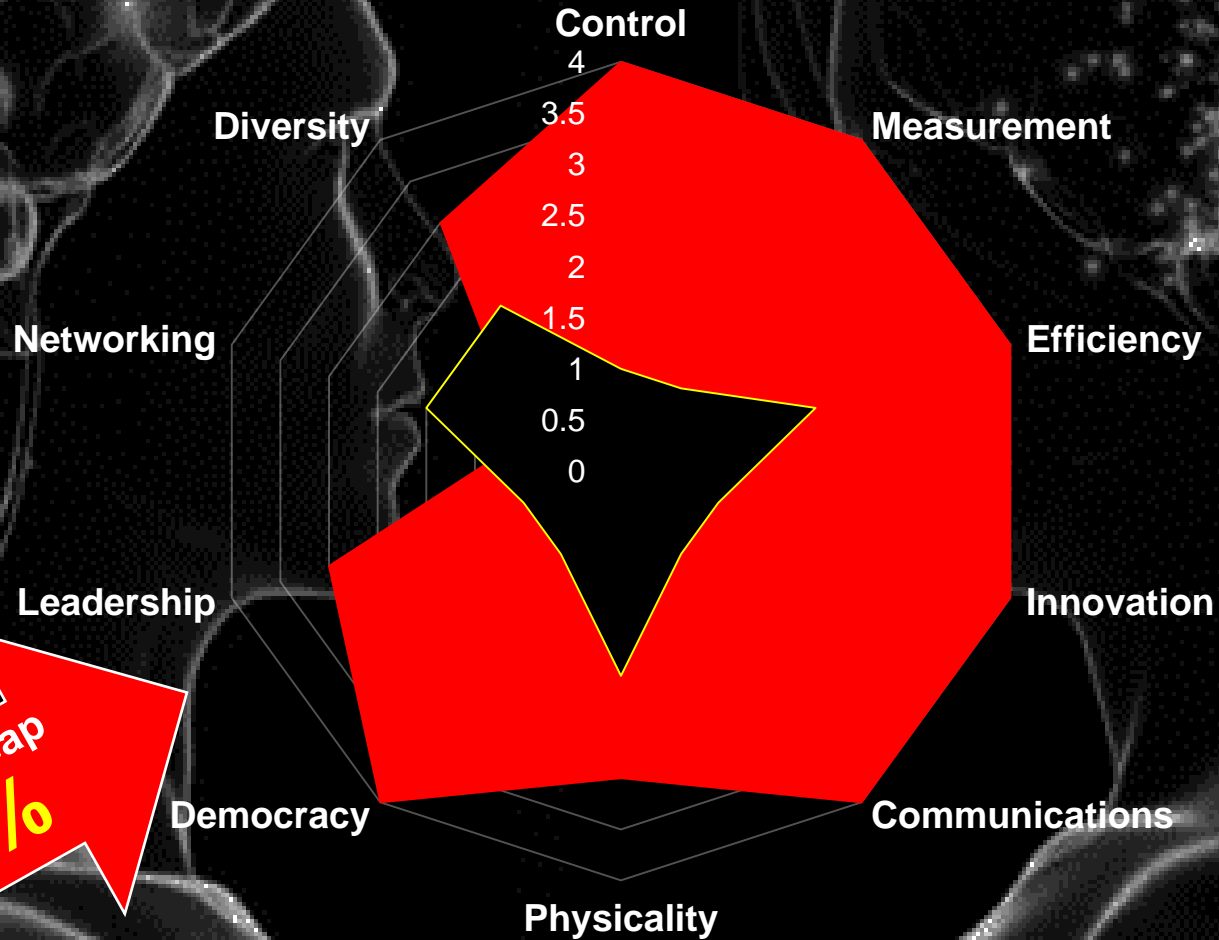


Higher score = "More Age of Ideas"

The Human Energy Gap

Female, Non-Manager, 45-54, Human Health & Social

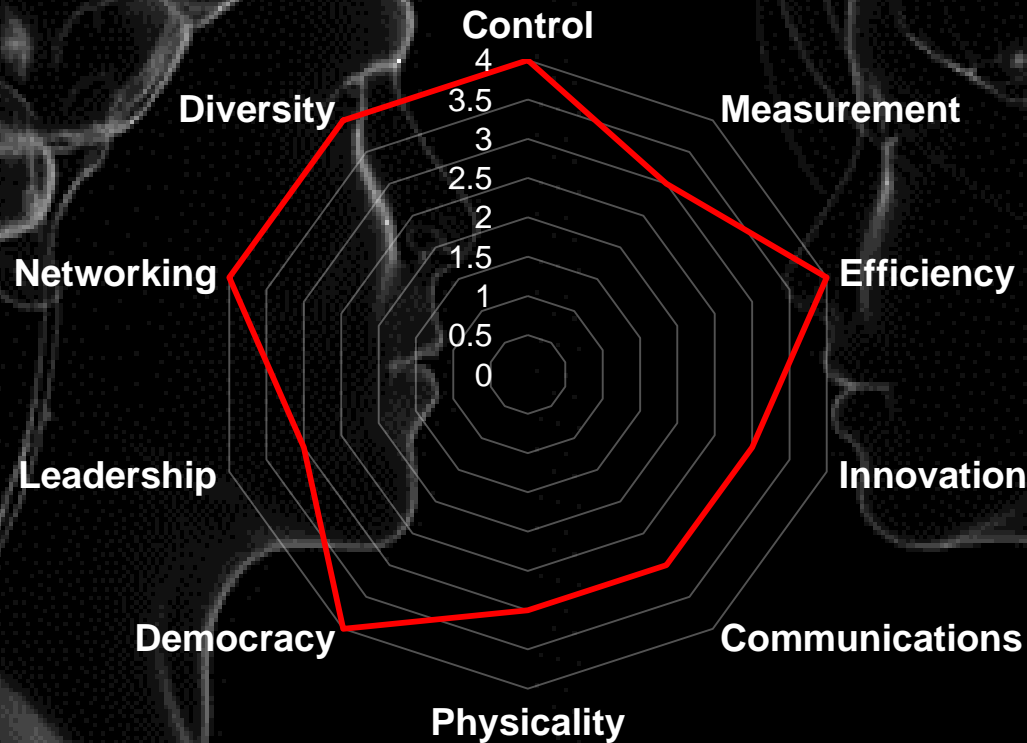
■ Personal □ Organisation



Energy Gap
59%

What people want from work...

Female, Senior Manager, 25-44, IT



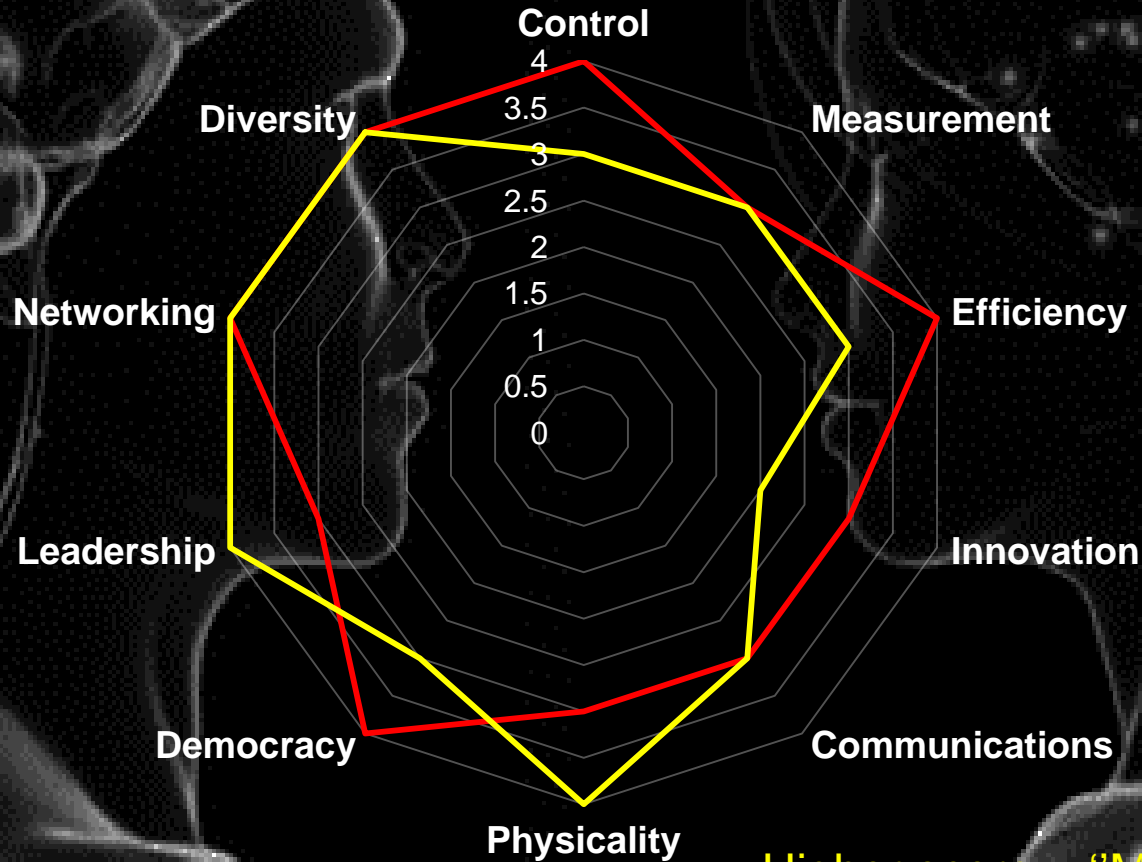
— Personal

Higher score = "More Age of Ideas"

...and what they experience

Female, Senior Manager, 25-44, IT

— Personal — Organisation

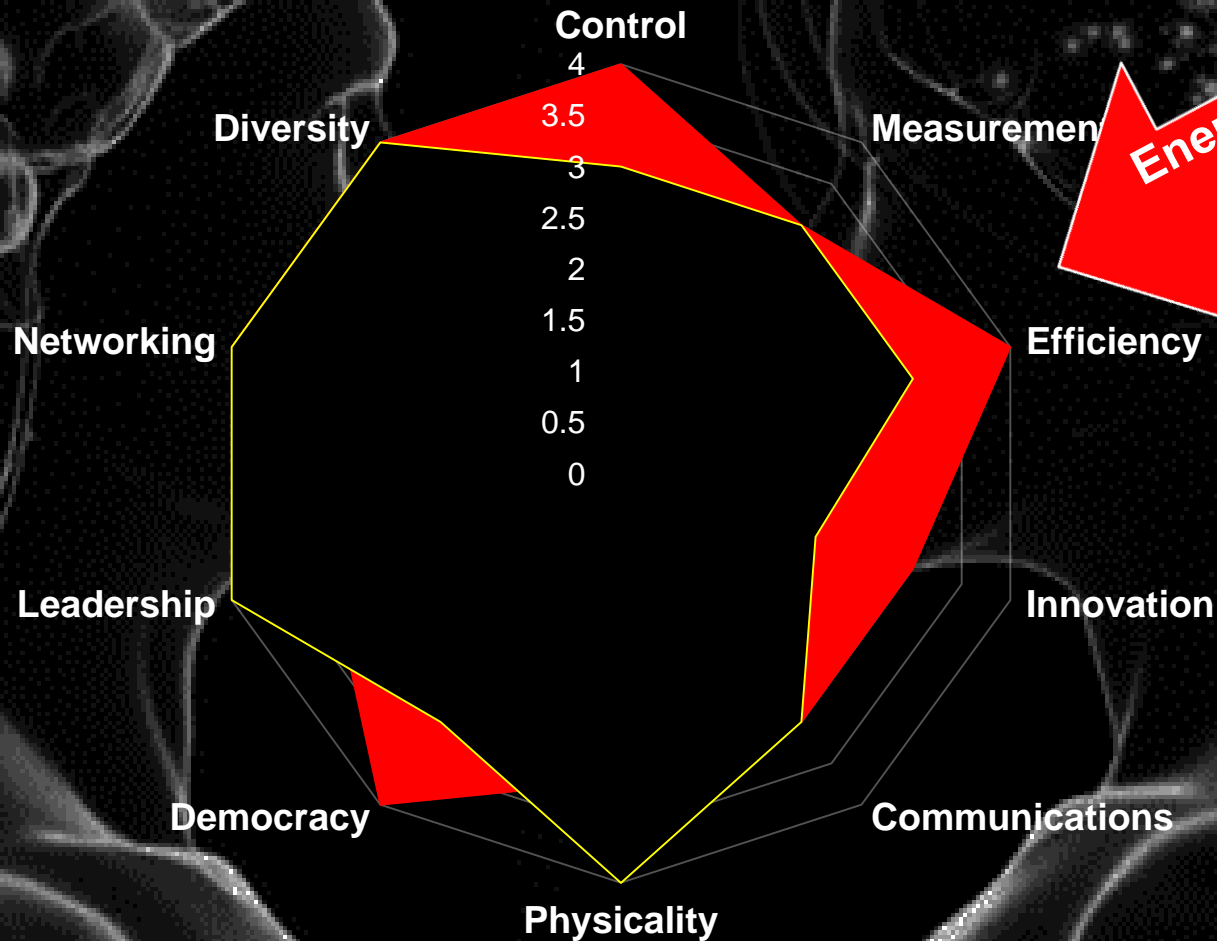


Higher score = "More Age of Ideas"

The Human Energy Gap

Female, Senior Manager, 25-44, IT

■ Personal □ Organisation

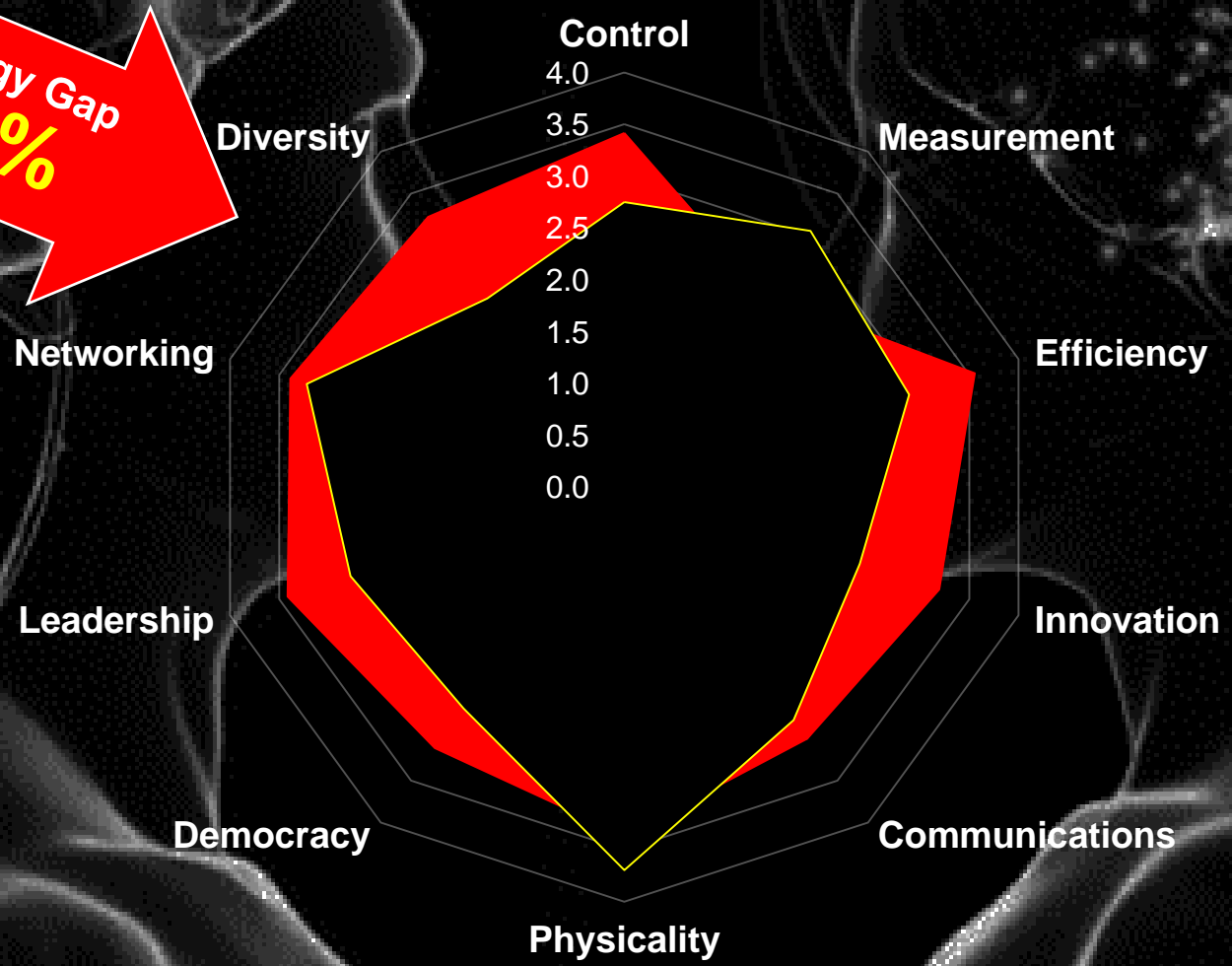


The corporate Human Energy Gap

Professional Services, SME

■ Personal □ Organisation

Energy Gap
11%





**Our people are our most
important asset**

Really.

We need to change the way we think about employee engagement

**Value Gaps
&
ENERGY loss**



Dr. Mark Powell & Jonathan Gifford



The Human Energy Gap