RISWS

The problem, from your perspective: Your employees aren't engaged. You need to motivate them somehow.

You create an employee motivation program, or buy one. And you roll it out with a bang, and then nothing changes.

The problem, from your employees' perspective: There are too many things preventing them from engaging in their work, and instead of fixing those problems you keep throwing motivation programs at them and ignoring the real problems.

It's costing all of you money, and it means that every day at work is a waste of time for everyone.

The dirty little not-so-secret of work is that people get promoted to managerial positions because they're great at their jobs. But they don't know how to manage other people to help their team members do their jobs, too. They're never given management training, and they're usually not given any time or institutional support for learning how to manage teams well.

In the meantime, workers assume that managers know what's going on in their departments. So when managers don't help them solve the problems they're having staying engaged (or becoming engaged to begin with), workers start to resent that lack of help. It feels like they're being abandoned, and then blamed for not being able to engage. (Especially when motivation programs are thrown at them at the same time their real problems are not being solved.) Workers begin to feel not only unengaged, but actively resentful.

The solution: Give managers a way to know what challenges their team members are facing, and the training to identify and solve those problems.

This empowers the managers to do the actual management they were promoted to do, and to free up their team members to engage fully in their work.

This gives the workers a way to notify their managers of the real challenges they're encountering, and to get help solving them. It frees them up to engage in their work, and it gets rid of the resentment.

Everyone does better work. Everyone is more engaged. Everyone makes more money and saves money. Everyone's happier to come into the office on Monday morning. Work life is good.

RISWS training is the solution.

Reporting/Interpreting/Solving Workflow Solutions (RISWS) is a system that gives managers the information they need about the challenges their team members are facing and then teaches them to interpret that information and solve the problems.

It's simple. It's natural and not a burden for employees. It becomes second nature for managers once they learn to use it actively. It's easy to begin, and the benefits unfold progressively the longer managers use it with their teams.

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How does RISWS training work?

RISWS training focuses on gathering and using actual real data from managers' team members to manage, solve problems, and create best practices for their specific teams. RISWS training happens in three phases.

Phase I: An initial, day-long training. In this initial training, we work on:

- the barriers to engagement and to managing solutions actively
- creating a climate in which employees can be honest about the problems they're facing without fear of repercussions
- the reporting system to get information on challenges, problems, and accomplishments
- timeline of information flow from the reports
- interpreting information from the reports
- sorting responsibilities for problem-solving
- feedback to team members
- solving problems and enabling problem solving
- integrating the RISWS system into managers' weekly workflow

Then your managers implement the reporting system with their team members.

Phase II: Three to six weeks after they implement the reporting system, we do a second group training session (lasting 2-4 hours) in which we work with the actual reporting data your managers have from their teams to interpret, sort, solve, and enable solving.

Phase III: Once a month for three months, each manager does a half-hour remote session with us interpreting and solving challenges based on the actual reports from their team members.

This monthly check-in allows managers to work through the initial rush of reported challenges into a maintenance mode, with guidance.

Pricing for the full training package is determined by the number of managers you have participating. Prices quoted are plus travel costs.

1-4 managers/team leaders: $5,000
5-8 managers/team leaders: $7,500
9-12 managers/team leaders: $10,000
13-16 managers/team leaders: $15,000
17-20 managers/team leaders: $17,500
21-24 managers/team leaders: $20,000
25-28 managers/team leaders: $25,000
29-32 managers/team leaders: $27,500
33-36 managers/team leaders: $30,000

For more than 36 managers, or to add separate training sessions for directors to support their managers in using RISWS, contact us for pricing.