

Over 30 Years Experience

HUTCHISON GROUP

Labor Relations Consultants

Supervisor Training for Improved Employee Relations, Productivity, Teamwork and Performance

No matter how brilliant and caring the senior management team, for the vast majority of employees the company and its culture is defined by their daily interactions with their immediate supervisor. Given that the success of most every company is largely determined by the productivity and initiative of their employees, the supervisor's day-to-day relationship with their employees is critical to achieving the organizations goals and objectives.

Proven Supervisor Training that Make a Difference

Our experienced team provides customized employee relations training for supervisors that are both practical and effective. As every company has different goals and objectives, we start the process by meeting with senior management to ensure our training efforts address specific areas of concern relevant to your business. Here are a few benefits:

- Improve Communication, Teamwork and Performance
- Reduce Employee Turnover, Grievances and Litigations
- Help Supervisors Understand how their Interactions Impact Employees
- Provide "Do's And Don'ts" for Maintaining Good Morale
- Reduce the Risk of Costly and Disruptive Union Organizing Campaigns
- If Represented by a Union, Set the Stage for Productive Negotiations
- Provide Individual Coaching and Counseling as Required

Our Clients - Helping Some of the Worlds Best Companies

For over 30 years, we have had the privilege of working with some of the world's best companies, helping them improve labor relations, negotiate innovative and competitive labor agreements, and maintain union free status. For a complete list of our clients and services please visit our web page at www.hutchgrp.com

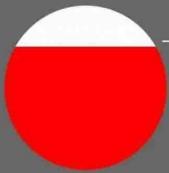


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Supervisor Training

Supervisors Define the Company Directly Impact Employee Turnover and Performance

WHY PEOPLE CHANGE JOBS



75%
of workers who
voluntarily left their jobs
did so because of their
bosses and not the
position itself

“ People don't quit jobs,
they quit bosses. ”

Source:
<http://www.gallup.com/businessjournal/199912/turning-around-your-turnover-problem.aspx>

Research shows that the immediate supervisor has a direct impact on retention rates, teamwork, and other key performance measures. It also shows that even a few supervisors with poor interpersonal skills are the number one cause for union organizing campaigns, grievances, and other costly disruptions. For those companies that already have a union, a few problem supervisors can make it far more difficult to secure and ratify new competitive labor agreements.

Unfortunately, as critical as the supervisor's role is, we have found that most companies spend very little, if any time, training and educating their supervisors as to how their daily behaviors can have a significant impact on their employees and company performance.

Help Avoid Costly and Disruptive Union Organizing Campaigns

For those organizations with a non-union workforce, having proper training for supervisors can dramatically reduce your vulnerability to future union organizing. Having worked with both union and nonunion companies over the past 30 years, we have learned that it takes only a few supervisors with poor people skills to be the principle cause for a union organizing campaign. As most of us know, the efforts expended to repel the union are very costly and disruptive, and can create deep and long lasting divisions within the workforce, not to mention the negative consequences if the union prevails (higher costs, work rules, etc.).

Reassure the Board of Directors and Shareholders Maintain Company Valuation and Share Price

As an added benefit, these efforts help to reassure the Board of Directors and Shareholders that management has been proactive in addressing potential areas of concern, to eliminate costly disruptions that can negatively impact both share price and company valuation.



The Hutchison Group is a highly regarded management consulting firm focused on all aspects of labor relations. We specialize in planning and negotiating competitive labor agreements, assessing vulnerability to future union organizing, and a broad range of other HR services designed to help reduce costs and improve productivity.

We're on the Web!

www.hutchgrp.com

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