



Enterprise Stress Management

# HELPING ORGANIZATIONS IMPROVE PERFORMANCE

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We work with organizations to improve human and organizational performance.

[WWW.ENTERPRISESTRESSMANAGEMENT.COM](http://WWW.ENTERPRISESTRESSMANAGEMENT.COM)







# WHO WE ARE

We are a global Performance Management organization.

We specialize in developing talent and improving performance in the construction industry.

We partner with our clients to ensure they achieve their performance goals.

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# OUR CONSULTANTS ARE READY TO WORK WITH YOUR TEAM

Dr. Katherine Plewa leads all of our client engagements.

We have consultants available remotely or locally,  
depending on your needs.

Our teams are ready to scale with your organization.





# BOOSTING PERFORMANCE WITH OUR SERVICES



## Performance Management

- Work with Directors of Operations and HR to review, develop and support the annual Performance Review cycle
- Review and define Key Performance Indicators (KPIs) based on job roles and responsibilities, time studies, and deliverables
- Design and implement Career Progression Programs to promote employee development and retention
- Research and develop strategies to address performance problems and opportunities



## Employee Training, Development and Engagement

- Review existing training initiatives and their impact on organizational goals, and adjust strategies based on current and future needs
- Collaborate with functional leaders across the organization to identify skill gaps and cultivate a culture of continuous improvement
- Design, develop, and deliver a comprehensive training and development strategy aligned with performance goals
- Deliver engaging presentations to individuals and groups to ensure performance expectations are met







# KEY ACTIVITIES



- Collaborate with designated Business Leaders, such as Director of Operations, Director of Construction, Director of HR, and Director of Learning & Development, to support current and future business needs by focusing on the performance, development, engagement, and retention of people
- Collaborate with Business Leaders to research, develop, and implement policies, programs, and processes that build high performing teams and ensure long-term business continuity and success
- Provide consultative services and develop strategic solutions
- Coach site leaders regarding policies, programs, and processes designed to promote performance, healthy work environments, employee engagement and a culture of continuous improvement
- Develop employees through coaching, training, and the effective use and promotion of the performance management process for goal setting, providing feedback, developing employees and assessing job performance
- Collaborate with subject matter experts to design specialized training as needed
- Capture and analyze key data trends in performance and continuous improvement
- Identify high performers and promote career progression and internal mobility based on strengths and weaknesses
- Act as the main resource for employees and managers for questions regarding learning, development, and continuous improvement
- Communicate all employee issues to the leadership team and presents solutions
- Capture and analyze program effectiveness through surveys, assessments, and feedback





# KEY TRAINING PROGRAMS



## Effective Communication

Poor communication is one of the biggest challenges on busy construction sites, leading to injuries, delays and rework, and workforce conflicts.

We develop and deliver training fitting for any department that addresses gaps in your team's communication performance, including topics like:

- Chain of Command
- Communication flow and templates
- Two-way communication and active listening
- In-person, meeting and email best practices

## Leadership Development

Leadership development is a critical step in building an organization's culture that is focused on safety and quality.

We work with people you've identified as potential leaders or new managers, and we train them in developing the essential skills of leadership including:

- Effective communication
- Managing meetings
- Leading work crews
- Developing and motivating teams
- Handling personal problems and performance issues

## Career Progression

Implementing a structured Career Progression Plan helps promote employee development and retain high performers.

We work with you to develop a framework for progression into specific roles, like project managers or site supervisors, based on key milestones and skills that are critical each role.

Along with key mentors in your organization, we develop training that helps you retain and pass on knowledge or technical skills that are essential for the work you do.







# KEY ACHIEVEMENTS



## Improve Performance

- We help you Implement an effective Performance Management program that ensures at least **80%** of employees are meeting performance expectations
- We help you define KPIs to track and analyze performance and identify areas for improvement
- Performance Training results in happier, more confident and more motivated employees, resulting in more projects that stay on schedule and within budget

## Improve Engagement

- We work with your employees and site leaders 1-on-1 and achieve up to **95% engagement** in training programs
- We gather regular feedback from employees to promote a culture of continuous improvement
- We communicate all employee challenges in detail to Business Leaders and work with your teams to develop strategies that ensure long-term business continuity and success

## Reduce Costs & Turnover

- We save you at least **\$20,000** per employee that is not meeting performance goals by coaching, training, and mentoring employees to improve performance
- We identify high performers and develop career progression plans to improve employee retention
- We save you at least **\$80,000** per employee saved in recruiting, rehiring, and retraining costs
- We save you at least **\$40,000** by hiring our remote team to support your performance goals







# OUR COST STRUCTURE

Base programs start at **\$4000 USD/month** and we start with a 3- or 6-month program.

Additional hours will be billed at a rate of **\$100 USD/hour**.

All engagements are tailored to fit the needs and size of your organization.

# 50%

of Manager's Salary

Our remote team will save you 50% of what you would pay to hire a full-time manager on site.





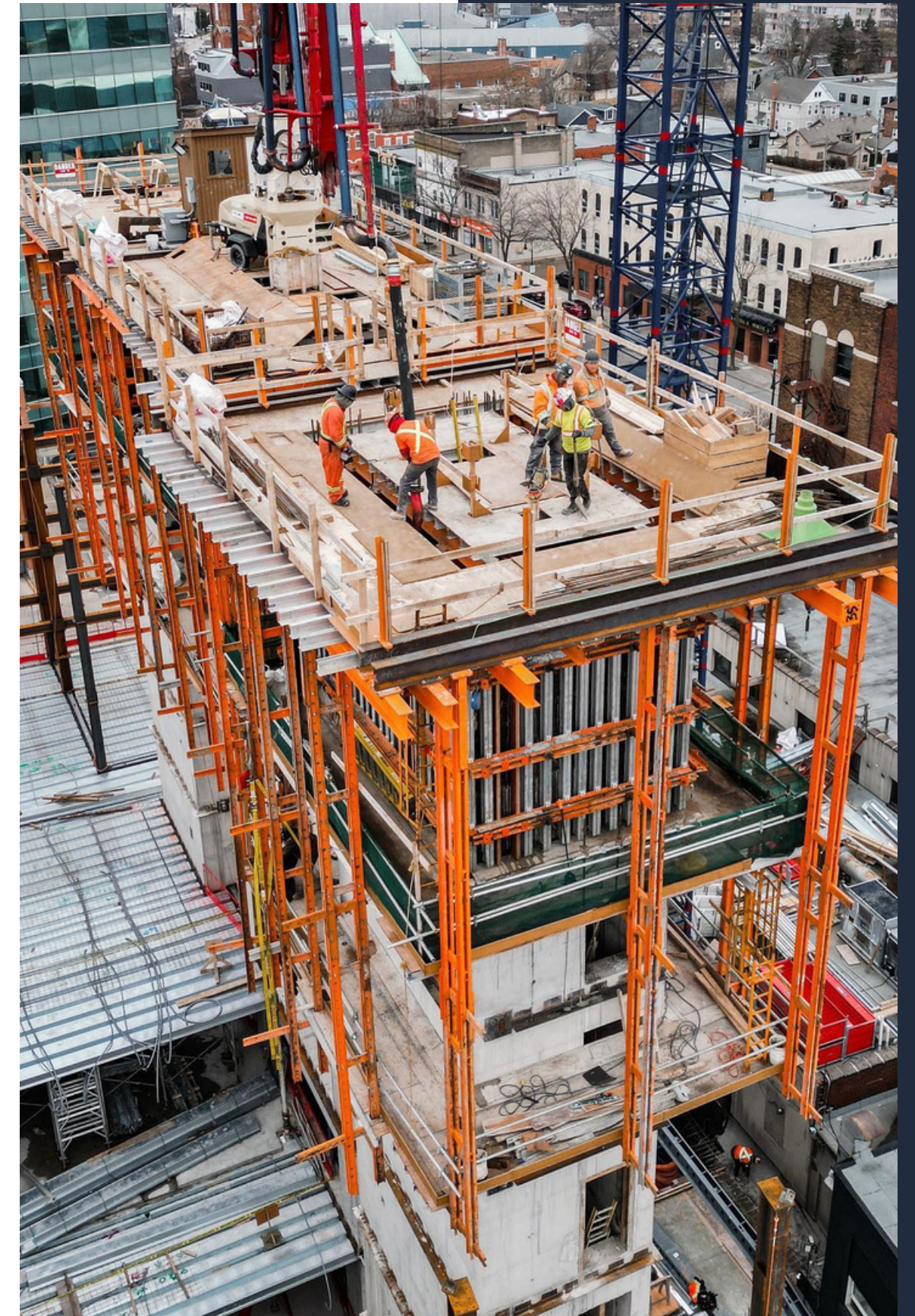
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***ESM has saved us time and money in implementing a comprehensive and high level Performance Feedback & Review Program.***

- Sean Martin, Director of Operations, REIMAR Forming & Construction

***Working with ESM is very valuable regarding my self-awareness related to my professional life.***

- Project Manager, REIMAR Forming & Construction







***ESM's support came at a critical time for us. Their data driven approach enabled tailored support to help navigate stress during an unprecedented time of change.***

***This was highly valuable for Jackman, and highly recommended for any organization aiming to maintain a pulse on their most valuable asset – their people.***

- Tammy van Eck, VP People & Operations, Jackman

- ***ESM's training is very relevant and helps me stop and reflect on my work***
- ***Will use the strategies daily***
- ***I look forward to regularly scheduled events with ESM***
- ***ESM helped me build mental fitness strategies into my work routine***
- ***Means a lot to be cared for***

- Feedback from People, Jackman





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*We had a great experience working with ESM. The support we were able to provide employees during such a stressful time as a result of the pandemic was invaluable.*

*Dr. Plewa is a top-notch professional who offers session attendees a safe space to share their thoughts and feeling while also learning new information and useful tips. The data gathered was also a huge asset to the leadership team - a direct understanding of where we needed to focus our attention.*

- Amy Dick, Director HR, Wynward Insurance

