

1. **Employer health care costs are rising at an alarming rate with stress being the number one cause.** Mental illness is the number one cause of disability today. Depression has more impact on employer's health care costs and workplace productivity than many chronic medical conditions.
2. **Disengaged workers:** 25% actively engaged; 60% disengaged and another 15% actively disengaged. $\frac{3}{4}$ workers disengaged and busy expressing their discontent through disruptive or deceptive behaviors: stealing, complaining.
3. **High turnover in top management positions** shows a 113% increase year to year. At the same time, companies are being called upon to step into a leadership role to recognize the impact of larger global issues, the impact of natural disasters, and pandemic diseases on business viability and sustainability.
4. **Aggression and manipulative behavior reveals pressure expressed in another way with some 2 million people.** This behavior is supported by media and some corporate cultures using Survivor as a role model for team and interpersonal skills. Shifting to a higher level of achievement can not happen when you are focused on surviving.
5. Public and policy maker complacency toward climate change ignores the delay between when the input goes in and when the impact is felt. By the time we see, it is too late. The current estimated cost of not acting is 5-20% of GDP. The current estimated cost of acting is \$18 trillion. Old measures don't work in new times. **The environmental context for business has totally changed. The thinking is moving much slower.**
6. HIV/Aids infection rate has grown from 1.5 million in 1985 to 36.3 million in 2005. **The global workforce has lost 28 million to HIV and left alone it is forecasted to reach 74 million by 2015.**

7. **Alongside that sobering statistic is an impending shortage of labor. By the end of 2006, two workers will exit the domestic workforce for every one entering. (Bureau of Labor)**
8. **Ethical breaches are the symptom not the cause.** As employees feel increasingly dissatisfied with their work they compensate themselves on other ways. Pressures to reach performance targets in companies which have not adjusted to a different business context create temptation.
9. **“People want to contribute more. But they say their leaders and supervisors put obstacles in their paths”** comments Donald Lowman, Towers Perrin HR on a recent survey done on employee engagement (Management Issue News – November, 2005 – www.management-issues.com).
10. **Underperformers are judged yet research shows it is not due to lack of talent; they are set up to fail.** (Ivey Business Journal – March/April 2003)
11. 6/10 British workers **change their personality and identity** when they walk into the office **to fit into the organizational culture.**
12. Despite substantial amounts of money spent on developing leadership competencies, weaknesses prevail. A recent Ken Blanchard study showed that **‘the most critical skill a leader could possess was communicating and listening followed by effective management skills, emotional intelligence and empathy, values and integrity, vision and empowerment.’**
 - Failing to listen or involve others in the process was cited by 81 per cent;
 - 41% felt leaders inappropriately used communication or listening;
 - 6/10 complained leaders failed to train and develop their people;
 - ¾ raised the failure of leaders to use a leadership style appropriate to the person, task or situation.
13. **Two thirds of British businesses fail to back up organizational change with proper training and development support for their workers,** vastly increasing the likelihood of long-term failure, new research has suggested. (www.management-issues.com). Overall executives are dissatisfied with existing training results.

So what do we do about it?

First, it helps to understand what makes learning stick. To do that we need to turn to the sciences to understand what drives behavior and how to change the drivers to be more in synchronization with our conscious intention. This goes beyond knowing our personal learning preferences most associated with the well known Visual-Auditory-Kinesthetic learning styles.

Second, it is important to know that beneath all of the limitations we have stored subconsciously is an unlimited source of innovation and creativity. Cognitively oriented learning programs can raise awareness and that in itself is helpful. But in these rapid times it is not enough.

If you are serious about changing the impact of results you are getting from leadership and management training go to <http://www.frominsighttoaction.com/radical-action.html> to listen to a 6 part interview with Dr. Bruce Lipton, cellular biologist, who explains how the human body mirrors the organizational body, where intelligence is stored in people and how that impacts company performance or contact **Dawna H. Jones** at **604.605.0589** or **1.866.605.0880**.