



# Why You Should Invest in 1-to-1 Meetings

The top performing managers in organizations have embraced the ETW 1-to-1 process and here is why...

These days managers are expected to produce better results and get more done in less time, with fewer resources. This trend is not likely to change anytime soon. Effective managers are able to do more with less by focusing their time on only the highest-value activities.

The single highest value activity any manager can focus on is the 1-to-1 meeting. The ETW 1-to-1 process empowers managers to become more effective coaches, and employees to become problem-solvers.

## GET THE FACTS

### **BENEFITS OF STANDARDIZED CONTINUOUS PERFORMANCE MANAGEMENT:**

**3X** Increased employee  
engagement

**21%** Increase in productivity

**22%** Increase in profitability

**65%** Decrease in employee  
turnover

**-GALLUP**

**EXECUTE TO WIN** Business Operating System for the Modern Enterprise

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100%  
of companies  
with higher  
performing  
employees  
have a formal  
linkage between  
corporate and  
individual  
goals

- HARVARD  
BUSINESS  
REVIEW

## Side Effects of the ETW 1-to-1 Process Include...

- Stronger performing employees that think strategically
- Fewer fires to put out
- Forward looking and collaborative meetings
- Increased employee and manager accountability
- Improved communication

Even if you are thinking that you already meet with your team on a semi-regular basis, or that you just don't have the time, setting aside time each month to invest in developing each of your team members in a formal 1-to-1 meeting is highly impactful.

Maybe there is some big crisis/project/merger/etc. going on and you can't possibly imagine taking your employees away from their work at a time like this. These meetings will actually help you manage the situation as effectively as possible because every member of your team will be on the same page with goals and objectives that are aligned to the strategy that's been put in place to tackle it.

The truth is that reducing variance in how managers effectively manage across an organization has a reward that far outweighs the time invested.

We are here to help you standardize whatever processes are working for you and layer in some of the most effective ETW best practices so that you can truly manage the way you manage, coach and develop your team to get extraordinary results.