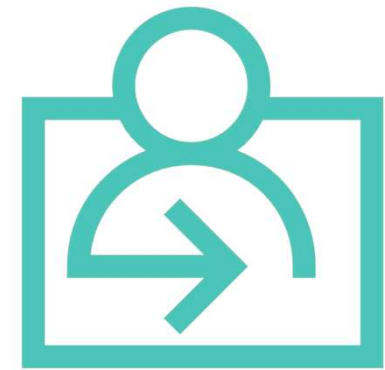


# Peczuh EO3

Management  
one-on-ones  
with employees.



10/23/2020

# Why do employees leave?

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Well Informed

What is an engaged  
employee?

Discretionary Effort

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# What is the purpose of a one-on-one?

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# What comes out of a one-on one?



Objective follow up



Clearing Roadblocks



New Objectives



Career Growth



Pulse Check

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# Goals vs. Objectives

Which of these are goals, and which are objectives?

- Increase profitability.
- Improve community relations.
- Provide short-term disability insurance to employees by midyear.
- Improve employee computer database management skills.



## Points to remember

- ✓ Not a production update.
- ✓ Servant Leadership.
- ✓ Just like a high school book report...
- ✓ Correlate company mission and employee career growth.

10/23/2020

# Peczuh EO3 Game Plan



Peczuh Printing is an equal opportunity employer.

**Employee One on One**  
Version: OOO 1.0  
Approval Date: TBD

## EO3 Framework

Employee:	Date:
Manager:	
Reporting on last month's top three objectives (employee's deliverables):	
1.	
2.	
3.	
Obstacles encountered (manager's action items):	
This month's top three objectives (employee's action items):	
1.	
2.	
3.	
Resources and changes needed for success (manager's action items):	
Employee Career Goals:	
Pulse Check:	1 2 3 4 5 6 7 8 9 10

Prepared by Blue Ivy Professional Services, LLC

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