

# What is to be done **with the deadwood?**



**T**hree quarters of UK bosses and eight out of 10 of their staff believe that 'deadwood' - employees who consistently under-perform, is a significant issue, according to an Investors in People survey.

The poll shows that the problem is

widespread and affects all sizes of company with half of employees saying that they work directly with someone who fails to do their fair share of the work.

And it's not just employees who are feeling the strain. Nearly four out of 10 bosses also complain about colleagues not pulling their weight. However, whilst bosses see deadwood as a problem in their organisation, it seems that they are turning a blind eye, with 40 per cent of employees saying their employer doesn't take any action to address the issue. Staff cite working longer hours and feeling undervalued amongst the most damaging effects - problems that could in turn lead to the decision to start looking for a new job.

Ruth Spellman, chief executive of Investors in People UK, commented, "Prevention is always better than cure. Employers need to establish a clear approach that develops and motivates their staff to achieve their potential and to deal with those who don't. It's key to the success and future growth of any organisation."

## What do you do?

Investors in People offers the following advice:

- Create clearer goals and objectives to ensure that your people feel valued and translate their motivation into productivity within their roles;
- Provide your staff with a personal career development plan and appropriate training where needed;
- Make sure that you don't neglect your recruitment process - getting the right person for the job sounds obvious, but it's surprising how many companies fail to give enough consideration to the type of applicant they need;
- Take a look at yourself - you need to lead by example. If you're not motivated and giving of your all, how can you expect your team to deliver?
- Keep talking - ensure that you put in place a review structure to give your staff the ongoing feedback that they need to develop.

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