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UNIVERSITY

KNOWLEDGE CHANGES EVERYTHING

HIGH PERFORMANCE TECHNOLOGIES



**Research shows *On Track*  
drives sustained improvements  
in work productivity  
and work life satisfaction**



# ON TRACK roll-out

- **Seminar and workplace coaching:** Establishes personalized practices to manage work flow, commitments, and organization
- **Participant investment:** One day seminar with four personalized coaching sessions over a four month period.
- **Results:** Improved productivity and job satisfaction, reduced stress. Based on 252 participants since initial implementation.
- **High ROI:** Study showed over \$5.9M ROI



# Sounds interesting, but...



## Can you prove it?



# High ROI: Study showed over \$5.9M ROI

- Able to get more results each day
  - Average estimated increase of 2.45 more hours per day of productivity
- Or, able to get job accomplished without as many hours
- Work life feels better:  
More satisfaction, less stress





# Return on Investment: In \$\$

- How much is 2.45 more productive hours per day worth?
- Two measures of productivity:
  - Tailored to participant:  
Multiple of person's cost (comp, benefits)
  - Or, revenues per employee
- Let's get conservative in our ROI calculation
  - Participants **perceived a 25% increase** in productivity per day
  - To be conservative, we **discounted to a 5% increase**
- **High ROI:** Study showed over \$5.9M Return on Investment



# Return on Investment: For people

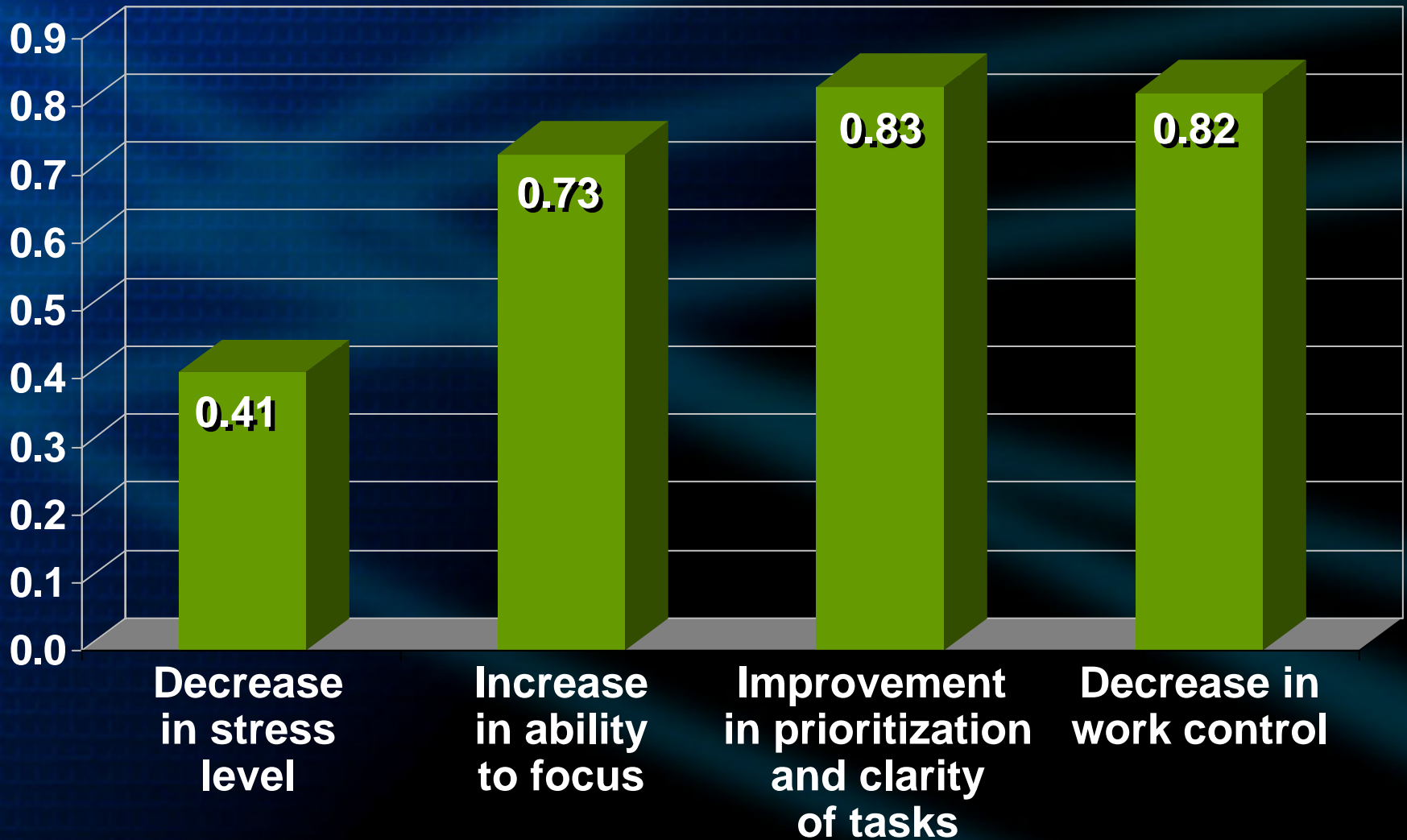
- Increased ability to achieve work/life balance:
  - Streamline work processes
  - Increase ability to focus on work at hand
  - Take control back:  
Proactively manage workflow
- Get same or more work done in less time



Double-barreled payoff:  
Improves productivity and work life

# Detailed results

## Overall On-Track Improvements





# Study methodology

- 50 participants studied over time
- Pre-program assessments
- Blind follow-up assessments 10-12 weeks later
- Six dimensions evaluated
  - Implementation of practices
  - Stress reduction
  - Increase in ability to focus
  - Improved prioritization
  - Improvement in sense of control over work
  - Increase in hours of productivity each day





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