



PERFORMANCE & PRODUCTIVITY

December HR In-Brief

What Lost Productivity Looks Like on Ineffective Teams

By [Vivo Team](#)

"When looking for ways to manage costs, managers and executives are often trained to ignore money already spent, instead focusing on future spending. Also frequently overlooked, the cost of lost productivity is a key culprit of financial drain for leaders, managers, and their company.

Leaders now, more than ever, need to be equipped with data and insights about their people to succeed in this climate of uncertainty. Being aware of strengths, weaknesses, gaps, and leader/team effectiveness allows you to focus on areas for improvement."

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9 Ways to Manage Hybrid Employees for Better Productivity



[Gartner](#)

"Today, 66% of HR leaders say their organizations currently have a hybrid work model, and 30% say they are planning to adopt one. As such, it's imperative to evolve your policies to accommodate this standard. To provide employees with the support they need to navigate hybrid work and remain productive and engaged, start with these nine tips."

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How is financial wellbeing affecting worker productivity?



Canadian HR Reporter

"Seventy two per cent of working Canadians spend some of their workday actively dealing with or thinking about their personal financial matters, and one in five working Canadians are aware that this has impacted their workplace performance, so it is really easy to frame employee financial health as an individual problem but the reality is that it's having big implications on businesses."

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The Workplace Has Changed. Has Your Performance Management System?



Gallup

"With the rise of the Industrial Revolution bringing processes that enhanced production efficiency, there were good reasons to focus on weaknesses ... Identifying errors has been critical in environments where defect reduction is paramount, particularly in settings where lives and safety are at stake. But focusing on weaknesses does not improve employee performance."

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NOVEMBER 2023

The national unemployment rose to 5.8%, continuing an upward trend since April

Unemployment rates in BC and Ontario both fell .1% compared to the previous month.

Employment increased in manufacturing and construction. There were declines in wholesale and retail trade and finance, insurance, real estate, rental and leasing.

Unemployment Rate Across Top Canadian Cities

Vancouver, BC	5.8
Victoria, BC	4.1
Kelowna, BC	3.9
Calgary, AB	6.1
Toronto, ON	6.6

The Daily Labour Force Survey, November 2023

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