

BY THE NUMBERS

COMPILED BY MATT BECHER



71%

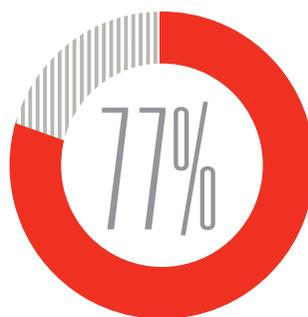
The percentage of U.S. employees not engaged or actively not engaged during the third quarter of 2011 according to the Gallup Q12 poll. This number has been roughly unchanged over the last decade.



> 33%

Improvement in M & A success rates when people are made a priority.

—*Insigniam.com*



The percentage of mergers that earn back their capital.

—*Technical Information Associates, Inc.*

125%

The percentage that IBM shares rose during Sam Palmisano's years as CEO at IBM, 2003 to 2008

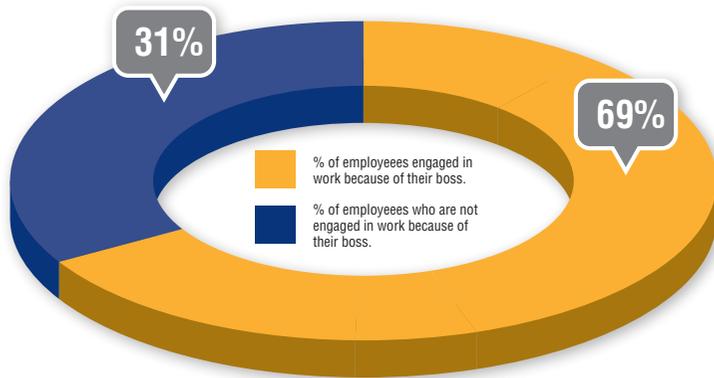
—*allthingsd.com*



\$350,000,000,000

Amount of money actively disengaged employees cost the U.S. economy in lost productivity annually.

— Gallup



“Culture drives your business, period. It’s not the other way around. Get your culture right, hold firm to your values, and the financial results will follow.”

— Ingar Skaug

69%

The percentage of employees who were engaged in their work and also said they had a boss who made them feel hopeful about the future. This is important because employee engagement is directly linked to things like customer engagement, productivity, and profitability.

— Gallup Business Journal

\$250 million to \$5 billion increase in revenue after tragedy

The amount revenue increased at Wilh. Wilhelmsen during Ingar Skaug’s 20 years as CEO. Skaug took over leadership of the Scandinavian shipping company after its top two levels of leadership were killed in a plane crash. The secret to the company’s success even after such a tragedy, according to an article at Forbes.com, was the culture at Wilhelmsen.