



**Les Landes**  
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## ARE AMERICAN COMPANIES ON THE VERGE OF AN EMPLOYEE MUTINY?

The economic downturn of the last few years has taken a toll on employers and employees alike. In some ways, though, management has held the upper hand. They've been telling employees the only way the company can survive and people can keep their jobs is by going "the extra mile" and "doing more with less."

Up to now, employees have pretty much played along. But that may be coming to an end.

These days, when younger boomers say "50 is the new 40," it's not just about age – it's about being expected to work 50 hours a week for 40 hours of pay. The good news for *employees* is the job market

is improving, giving them more options. The bad news for *employers* is that workers are fed up with the relentless mantra of "doing more with less." Employees are going to start jumping ship, and companies across America could find themselves with a massive talent drain that's going to be very costly.

Learn more about the looming "employee mutiny" – and how to avoid it – from performance improvement expert **Les Landes, president of Landes & Associates**. For over 20 years, he's been helping companies crack the code on how to create great organizations where employees love to work and customers love doing business.

## MEDIA EXPERIENCE



Les Landes has authored articles and provided expert interviews for numerous publications, such as:

- *Public Relations Strategist*
- *Strategy & Leadership*
- *The Journal for Quality and Participation*
- *Quality Progress*
- *Internal Auditor*
- *Communication World Training*
- *Total Quality*
- *Internal Auditor*

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## STORY IDEAS

**The power of TRUST** ... What it takes and how to get it.

**Play, work and hell** ... Why you should STOP trying to motivate "your people."

**Same-old/Same-old employee suggestion programs** ... Why most of them get such dismal participation, and how to create a system that produces dramatic results.

**Getting to the heart of company culture** ... Why it's critical to know where your culture is now before you start beating a path to where you want to be in the future.

**Faking sincerity** ... Why transparency and truth are becoming an endangered species in the workplace.

**Double-talk, distortions, and disconnects** ... How to keep employees tuned in and turned on using the principles of "Real-Life, Real-Time Communication."

**It's not about the money** ... Why financial incentives often backfire.

**"Not my job, man"** ... Why job descriptions may be holding your employees back from going the extra mile.

**The program trap** ... Why many corporate initiatives seem so phony to employees, and what it takes to make them "real."