



# Using Reporting Numbers for Informed Decision Making

# Why Greene County reports numbers

Communicating numbers in reporting huddles is crucial because it provides:

**Clarity**

**Drives accountability**

**Enables data-driven decisions**

**Aligns our team with goals**

**Highlights progress or challenges**



## Communicating numbers matters because . . . . .

Communicating numbers helps everyone understand:

The County's true health

Identify issues early

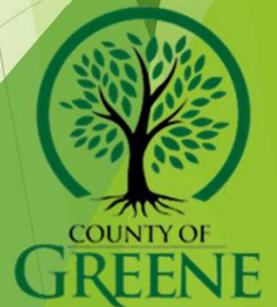
Focus efforts on what truly matters



# Key Benefits of Reporting Numbers

- ▶ **Informed Decision-Making:** Data replaces guesswork, allowing leaders to make strategic choices based on reality, not just intuition.
- ▶ **Enhanced Accountability:** Numbers clearly show who is meeting goals and where support is needed, making performance transparent.
- ▶ **Goal Alignment:** Metrics connect daily tasks to big-picture objectives, ensuring the entire GC team works towards common organizational goals.

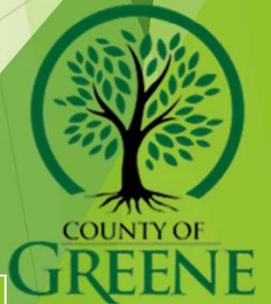
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## Key Benefits of Reporting Numbers, continued

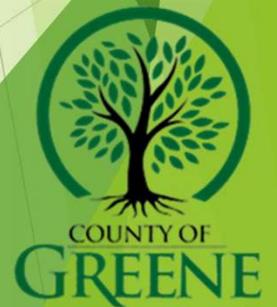
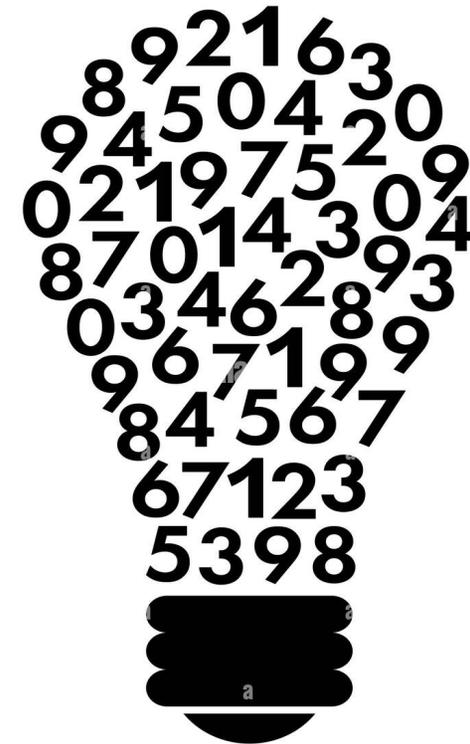
- ▶ **Focus & Clarity:** Concrete data clarifies what's working and what isn't, preventing GC teams from getting lost in subjective discussions.
- ▶ **Proactive Problem Solving:** Classifying items with Red/Yellow/Green status signals issues early, prompting timely interventions and resource allocation.
- ▶ **Motivation & Buy-in:** When GC employees see how their work impacts key numbers, they feel more connected to the "why" behind the strategy, increasing engagement.
- ▶ **Objective Performance Evaluation:** Metrics offer an unbiased way to assess performance, identify training needs, and recognize achievements.

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## Putting reporting numbers into practice

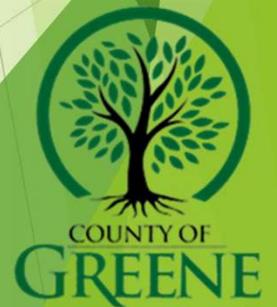
- ▶ **From Subjective to Objective:** Instead of “revenues are down,” a report shows “revenues are down 15% this month,” making the problem undeniable and measurable.
- ▶ **Connecting to "North Star":** Linking team metrics to a primary organizational goal makes everyone's contribution clear.
- ▶ **Actionable Insights:** The data should lead to questions like, "Are we hitting our targets?" and "What do we need to do to get back on track?" rather than just reporting the numbers.



## References

- ▶ Weinstein, M., May, 2021. What Motivates Employees to “Move the Numbers”?

Training Day Blog, Training Magazine. <https://traininmag.com//what-motivates-employees-to-move-the-numbers/>



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