

Corporate MVPs

What is a Most Valuable Performer?

MVPs do a great job and consistently perform at a very high level – yet so do many others. What elevates individuals to MVP status is how they improve others around them and improve their organizations while delivering these great results.

This builds value for the individual and the organization, as contrasted to those often thought of as prima donnas – top performers who are at risk of destroying value in how they go about attaining great results.

MVPs are uncommon in most organizations and though highly loyal by nature, will leave when they are not properly managed.

Why do business leaders care about MVPs?

Top executives and Human Resources leaders consider MVPs to be among the most critical assets they have and people who must be well maintained. Every executive wants to keep their MVPs, and wants to have more - no surprise there.

What was surprising in the research was how much management is willing to do to develop and keep their MVPs. MVPs are major assets that “walk out the door every night and then decide to return the next day”. They are central to the success of the organization

Why do employees want to understand MVPs?

Employees know that MVPs are the best. They want to know more about what goes in to being an MVP in order to advance their own careers.

Here is what MVPs told us about their work lives. They:

- Enjoy their work
- Create opportunities
- Have better jobs
- Are respected and trusted
- Succeed anywhere they choose
- Make decisions
- Know that they are responsible for what happens in their life
- Know that they control their own lives

It has been our experience that most people in the workplace want what MVPs have created for themselves. Our research findings can offer important insights to those who want to be their best in their chosen pursuits.