

Employee Engagement

Employee engagement is vital to an organization's success. Engaged employees are loyal, highly motivated team players who care about the company and will work hard to help the organization succeed. Employees who are engaged generally perform well, act as positive advocates for their employer's mission and are less likely leave the company. Disengaged employees, on the other end of the spectrum, are negative forces that can hurt morale and obstruct progress.

Since an engaged workforce is so important to a company's long-term achievement, it is essential that every business measure and understand their staff's level of engagement. The first step to measuring employee engagement is to issue an employee engagement survey.

The Engagement survey empowers organizations to uncover the key drivers that have the greatest impact on their employees' engagement. The survey ascertains employees' perception and overall satisfaction with different facets of their job and the organization, as well as assesses current employee engagement levels and identifies key drivers of employee engagement. Engaged employees can help an organization generate important business results, implement its strategy and ultimately execute its mission.

We measure engagement to help improve business outcomes

Our Definition of Employee Engagement

When my feelings are heard, when my thoughts are valued, when my actions are acknowledged, I am happy to belong. Engagement is a feeling, an attitude, a mindset of commitment, an alignment and dedication that drive "I love you" behaviors. Engagement comes from the inside out, from intrinsic satisfaction. When feelings, thoughts, and behaviors are aligned around shared organizational goals, the company and the employee share mutual satisfaction as a result. Good leaders and managers are key for achieving this level of engagement. They are the axis on which the relationship between employees and their jobs, and employees and the rest of the company, pivots. We help our clients understand the impact of high or low engagement on the following business outcomes: Sales Employee productivity Innovation Quality Cost Ability to rapidly change and compete Customer and partner satisfaction Market share We provide cutting-edge technology and ongoing support from our team of IT and consulting specialists who help design the right feedback program, provide relevant interpretation of the data, develop targeted action plans, and maintain ongoing action management. Our trending, benchmarking, comparison and other capabilities show you the relationships within your organization that enable, or undermine, growth. Our consultants help you build on your strengths as well as address your hot spots.