

EMPLOYEE ENGAGEMENT CONSULTING PROGRAM

WHY PARTICIPATE IN EMPLOYEE ENGAGEMENT CONSULTING?

Research by Gallup and others shows that engaged employees are more productive. They are also happier with their work, more committed to the organization and more resilient to external pressures.

WHY USE THE GALLUP Q12 SURVEY?

- survey data is specific, relevant, and actionable
- measures employees' emotional engagement, which ties directly to their level of discretionary effort
- the Q12 database (with 5.4 million responses) is the largest employee benchmark available
- correlates measure of engagement to employee productivity, customer loyalty and business growth

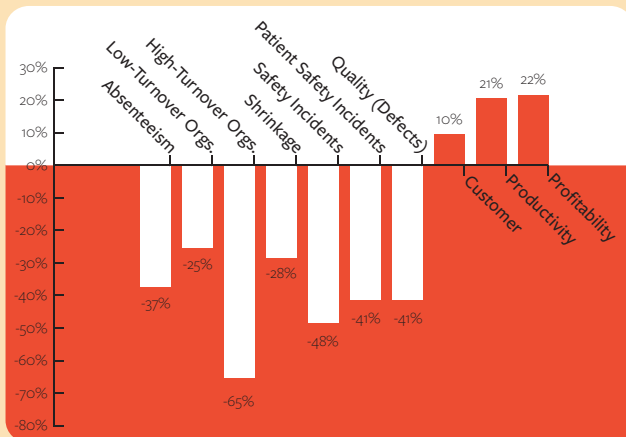


HOW WILL SURVEY RESULTS BE USED?

- leaders and L&D Consultants will have access to team results
- data will be used to inform/guide consulting and action planning process

Employee Engagement affects Key Business Outcomes

Work units in top quartile in employee engagement outperform bottom-quartile units by 10% on customer ratings, 21% in productivity and 22% in profitability. Work units in the top quartile saw significantly lower absenteeism (37%), turnover (25% in high-turnover organizations, 65% in low-turnover organizations), and shrinkage (28%) and fewer safety incidents (48%), patient safety incidents (41%), and quality defects (41%).



“High-performing companies should be striving to create: A great place for great people to do great work.”

*-Marilyn Carlson,
former CEO of Carlson Companies*

HOW MUCH WILL IT COST?

L&D will assume costs associated with Gallup survey implementation and individual departments will pay for materials related to printing, marketing, and engagement activities conducted at the local level.

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ROLE DEFINITIONS

Unit Ambassador

The Unit Ambassador serves as the primary liaison between L&D + Gallup and participating unit. They represent program at local staff meetings, provide pulse check to L&D, and gather local data for survey set up.

Senior Leader

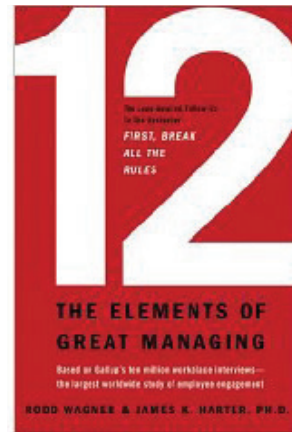
Senior Leaders visibly endorse the program and ensure accountability for follow through in respective Unit. Managers are the primary owners of survey data review, communication and action planning for their unit.

Employee

Employees will complete a 3-5 minute survey and actively participate in engagement effort in unit.

TEAMS

- ASUC Student Union
- Office of the Registrar
- SA Business Operations
- SA Communications
- SA Finance
- SAIT



Timeline

