

What is Employee Engagement?

- Employee engagement affects everything, from retention and productivity to profitability and safety.
- It is critical at every level, regardless of industry sector or geographical location. Why? Because engagement is all about *people*.
- Happy employees who are realising their own potential have high levels of morale and motivation, leading to greater personal and organisational success.

We can help you to...

- Manage the disparity between various, sometimes conflicting individual needs within your workforce.
- Good employee engagement leads to:
 - Higher task rates with greater accuracy;
 - Innovation and creativity;
 - Better employee stress management;
 - More harmonious teamwork; and
 - Greater staff capacity to acquire new skills.

“Thank you for the seminar. Paul is a very interesting speaker and the group exercises kept everyone engaged. It was thought provoking and motivating.”

Susanne Heffernan, Anglo Irish Bank

Our expertise enables you to...

- Understand the ‘psychological contract’: the factors beyond pay that engage employees; and
- Navigate some of the tricky issues facing modern employers, including:
 - Portfolio careers;
 - Work-life balance; and
 - Decreasing employee and employer commitment.

The process

- Our model has an associated diagnostic questionnaire that maps engagement factors onto questions.
- The questionnaire can be completed by staff (current, potential or former) online, by post or through interview. We can:
 - Distribute the questionnaire and collate the responses;
 - Undertake individual telephone or face to face interviews (targeted for more detail by the initial questionnaire results or as an alternative);
 - Explore factors in greater depth using interviews and focus groups; and
 - Analyse the findings of the data and make recommendations on proven enhancements to policy and practice.

The Components of Engagement



Your Reward, Development & Performance Partner

- Assessment & Development
- Career Management
- Coaching
- Competency Based Interviewing
- Competency Frameworks
- Customer Service
- Employee Engagement
- Equal Value Compliant Pay
- Independent Job Evaluation
- Job Family Modelling
- Leadership Development
- Outplacement
- Performance Management
- Recruitment Coaching
- Reward Strategy
- Salary Benchmarking

For more information on Employee Engagement:

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