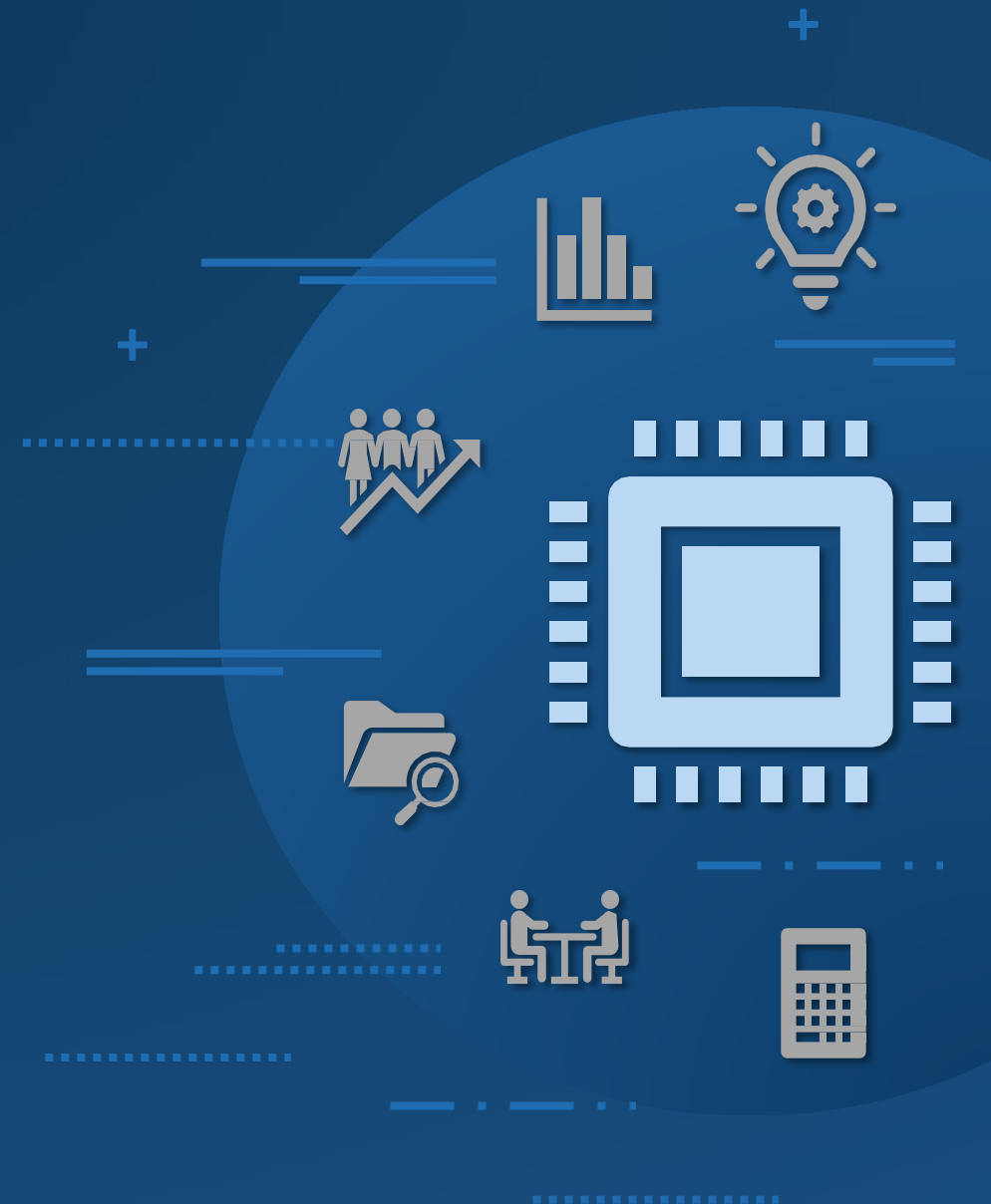


***How to drive an
employee experience
roadmap:
Using data to navigate
engagement efforts***





Engagement alone is not enough to ensure performance excellence; energized employees must be enabled to reach their full potential.

Key Drivers of Experience

Areas driving the most impact on engaging with employees. Their total rewards experience included.

Equip Factors

How well employees feel the organization has equipped them for success on the job.

Manager Effectiveness

Employees' opinions of their direct leaders

Survey Results

Leverage survey results to determine what activities drive employee experiences

Exit Survey

- Determine opportunities to improve employee experience
- Pinpoint programs that bring value

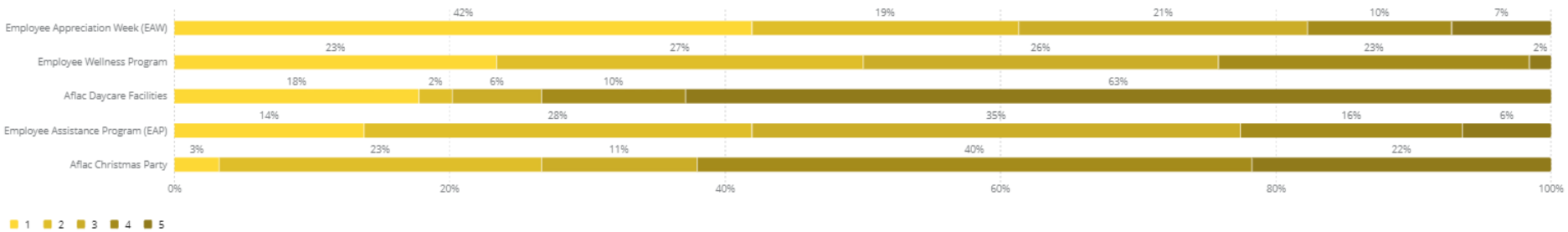
Employee Engagement Survey

Partner with leaders to increase employee engagement and morale by:

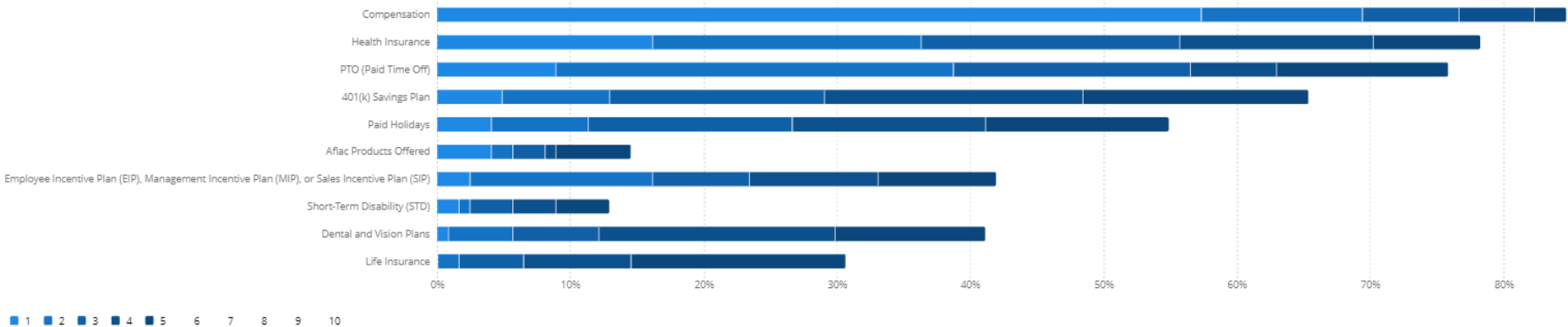
- Gathering feedback and providing solutions
- Promoting employee recognition
- Creating engagement experiences

Exit Interviews

Company Perks ①



Company Benefits ①



Understand why employees are leaving and focus on driving actions that will help retain your talent.

By leveraging data and metrics, you can:

- Pinpoint areas of opportunity
- Monitor the impact of your improvements
- Identify key drivers of attrition

Employers can't fix what they don't understand

As related to attrition: Employees were far more likely to prioritize **relational factors**, whereas employers were more likely to focus on **transactional ones**.

Name	Responses	Distribution		2021 Previous	
Communication		<div><div>92%</div></div>	85%	68%	80%
There is open and honest communication among the people in my department.	82	<div><div>89%</div></div>	81%	63%	77%
I receive the information and communication I need to do my job effectively.	82	<div><div>90%</div></div>	82%	68%	73%
My direct leader listens and responds to my ideas and concerns.	80	<div><div>96%</div></div>	86%	84%	82%
I have a clear understanding of what is expected of me.	82	<div><div>94%</div></div>	88%	68%	85%
My direct leader clearly communicates what is expected of me.	81	<div><div>91%</div></div>	87%	58%	81%

Employee Engagement Survey

Extent employees are motivated to contribute to organizational success and willing to apply discretionary effort

Leaders Drive Engagement



Responsibility



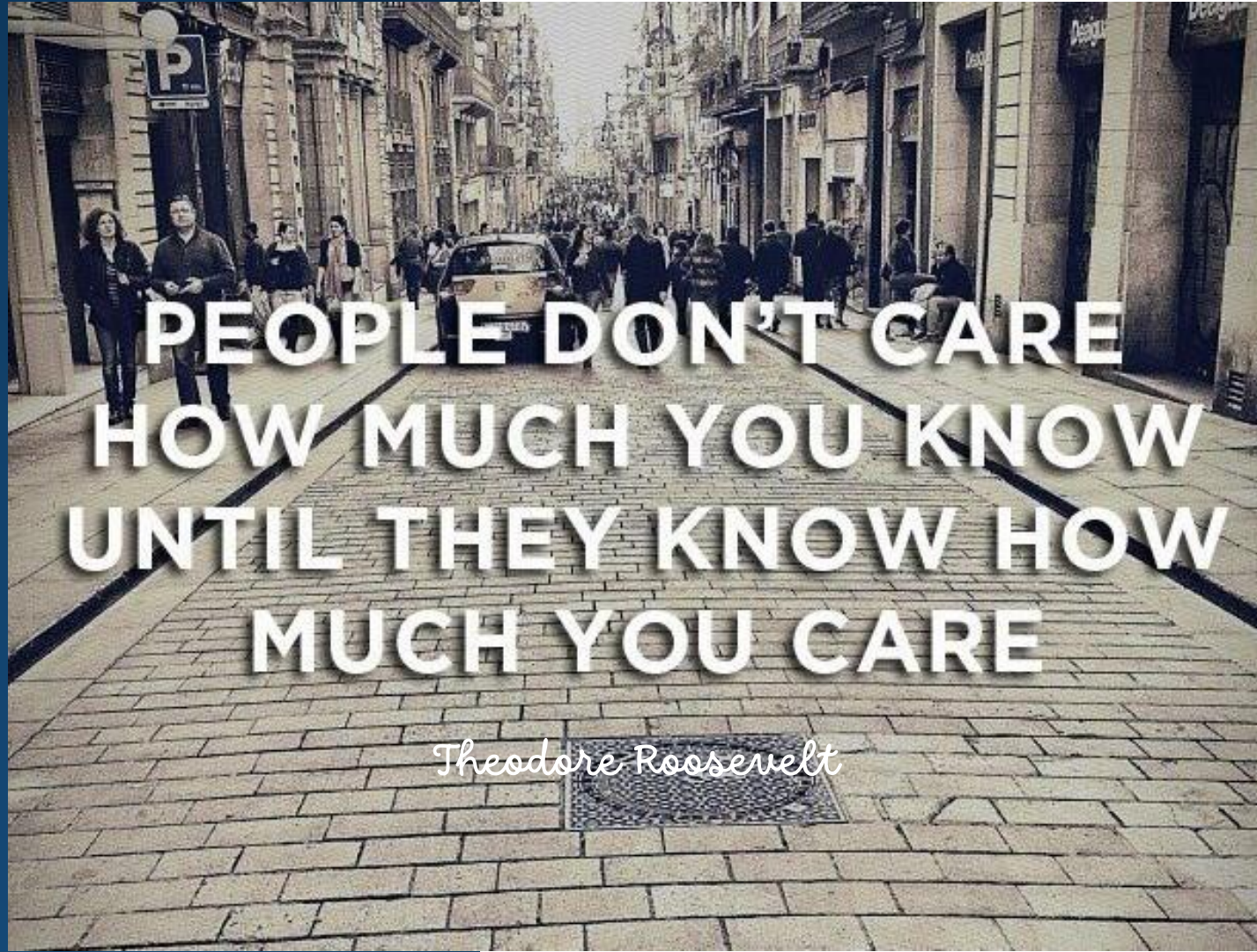
Tone



Consistency

How Leaders Drive Engagement

- Treat the past with respect
- Focus on future environment
- Foster an engaging environment
 - Engineer collaboration opportunities
 - Provide purposeful/intentional communications
 - Focus on the team dynamics, development, and the underlying work



**PEOPLE DON'T CARE
HOW MUCH YOU KNOW
UNTIL THEY KNOW HOW
MUCH YOU CARE**

Theodore Roosevelt