



**LEADERSHIP  
SUMMIT**

# **People Leadership as an Essential Business Function**

**Roundtable**

# Employee Engagement

- Employee engagement is at a 10-year low (Gallup)
- Workers under 35 have seen the most significant decrease
- Employees in specific industries. Engagement fell in the finance and insurance, transportation, technology, and professional services sector

# What We Are Hearing

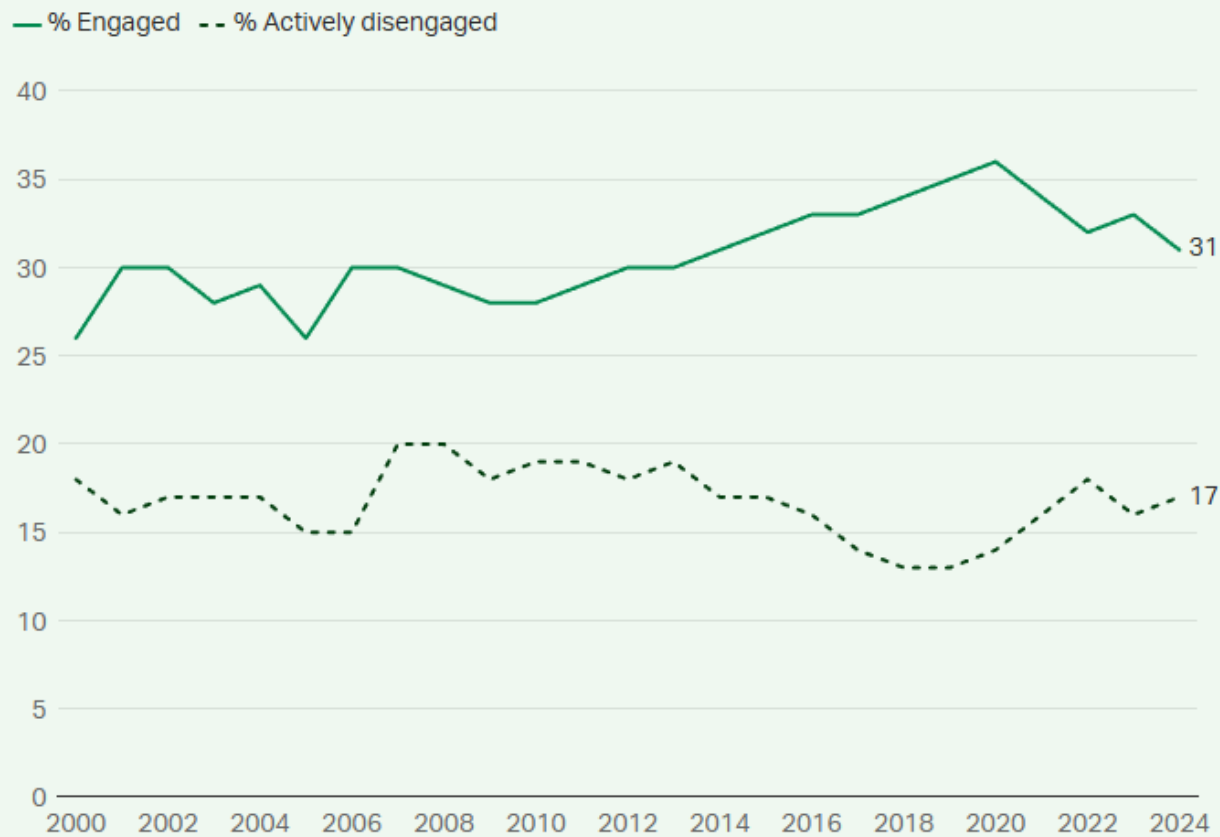
- Turnover
- Increased absenteeism
- Increased employee relations issues
- Lack of cooperation from employee (Buy In)



## **Discussion:**

**How is employee engagement affecting your organization?**

## U.S. Employee Engagement Trend



# Positive Employee Experience

- Interactions with Leaders
- Connected to the Mission
- Recognition
- People Not Employees
- The 3 C'S (Communication, Consistency, Care)

# How?

- Open Communication (Free to voice concerns)
- Regular Check-Ins
- Leverage Technology (Virtual meetings)
- Consistent Message
- 2-Way Communication
- Active Listening
- Transparency



## **Discussion:**

**How are we creating positive employee experiences at work?**



# Who?

- Top Leaders
- Managers
- Supervisors

# We Can't Do It Alone

- Expectations for Managers?
- Optional Vs. Mandatory
- Accountability and Metrics?



## **Discussion:**

**How are we making people practices part of our business practice?**

**What does accountability look like?**

# Business Practices

- Is employee engagement in the job description? (Not just HR)
- Recognition for leading people not just completing tasks.
- Employee reviews and check ins (Due Dates?)
- Turnover as a focused metric
- Expectations around employee requests
- People focused tasks on the schedule (Talk/Meet/Ask)