



Pride + commitment + passion = engagement

People Insight is the UK's premier employee engagement survey specialist. Our tailor-made survey and benchmarking solutions are helping a prestigious and diverse client group to measure and improve engagement at all levels.

We have recently completed an employee engagement study involving over 250 separate client surveys and 375,000 individual responses. Most major industry sectors are represented, along with local and national government bodies, and many not for profit organisations.

What we have found is that despite current economic uncertainties, 74% of our clients' employees are engaged at work, with 28% being highly engaged.

Even challenging times, when handled well, can promote organisational cohesion and drive employee engagement. Leaders can take heart from the fact that they hold many of the levers of employee engagement in their own hands. And experience together with hard evidence both tell us that engaged employees create stronger and more successful organisations.

Talk to us to find out how we can help you to create an engaging, high performance workplace.

For more information please call:

0870 742 4810

or visit: www.peopleinsight.co.uk

Are your people engaged?

- ✓ Proud to work for you
- ✓ Prepared to go the extra mile
- ✓ Willing to recommend you
- ✓ Planning a career with you
- ✓ Committed to your future success

Employee Insight



What drives employee engagement?

Employee engagement is driven by a combination of factors. However getting two things right is of central importance:

- ✓ defining what the organisation stands for (including its mission, goals and aspirations)
- ✓ aligning and enabling people to deliver their part of this mission (e.g. communications, performance management, training and development, recognition and reward).

Some organisations (such as charities working for an important cause) might have a natural head start when it comes to engaging their people. But we also find remarkable levels of engagement in other sectors, especially where leaders have worked hard to craft a compelling vision and create a culture, systems and infrastructure that release the talents of their people to achieve that vision.

Understanding this concept is relatively simple, but applying it to practical effect is not always so easy. This is where we come in.

How we can help you

We design and implement employee engagement reviews that can help you to pinpoint:

- ✓ what you are doing well (and not so well) in terms of the drivers of employee engagement
- ✓ the outcomes of doing these things – i.e. the extent to which your employees are in fact engaged.

By using our employee engagement model, we can help you to measure, prioritise and then take action in the right areas, whether across the whole organisation or within groups of employees.

And because people aren't numbers, we won't stop you in your tracks with weighty reports and dense statistics. We present our findings in a clear, articulate and unambiguous fashion, letting you get on with the important work of engaging your people.

Taking the first step

If you are interested in measuring and improving employee engagement in your organisation, and want a tailored approach that fits your needs, then please get in touch.

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Measuring engagement with...

People Insight Employee Engagement Model ©



Engagement Drivers

- Goal clarity
- Task satisfaction
- Employee involvement
- Teamwork
- Learning & development
- Recognition & reward
- Leadership & management
- Resources & support



Engagement Outcomes

- Pride in the organisation
- Commitment to long term career
- High levels of discretionary effort
- Willingness to recommend and advocate the organisation
- Care about the future of the organisation



Results

- Better quality products and services
- Reduced wastage and costs
- Increased productivity per employee
- Increased profitability
- High levels of customer satisfaction
- Organisation strategies and plans delivered



People Insight



Bringing people into focus