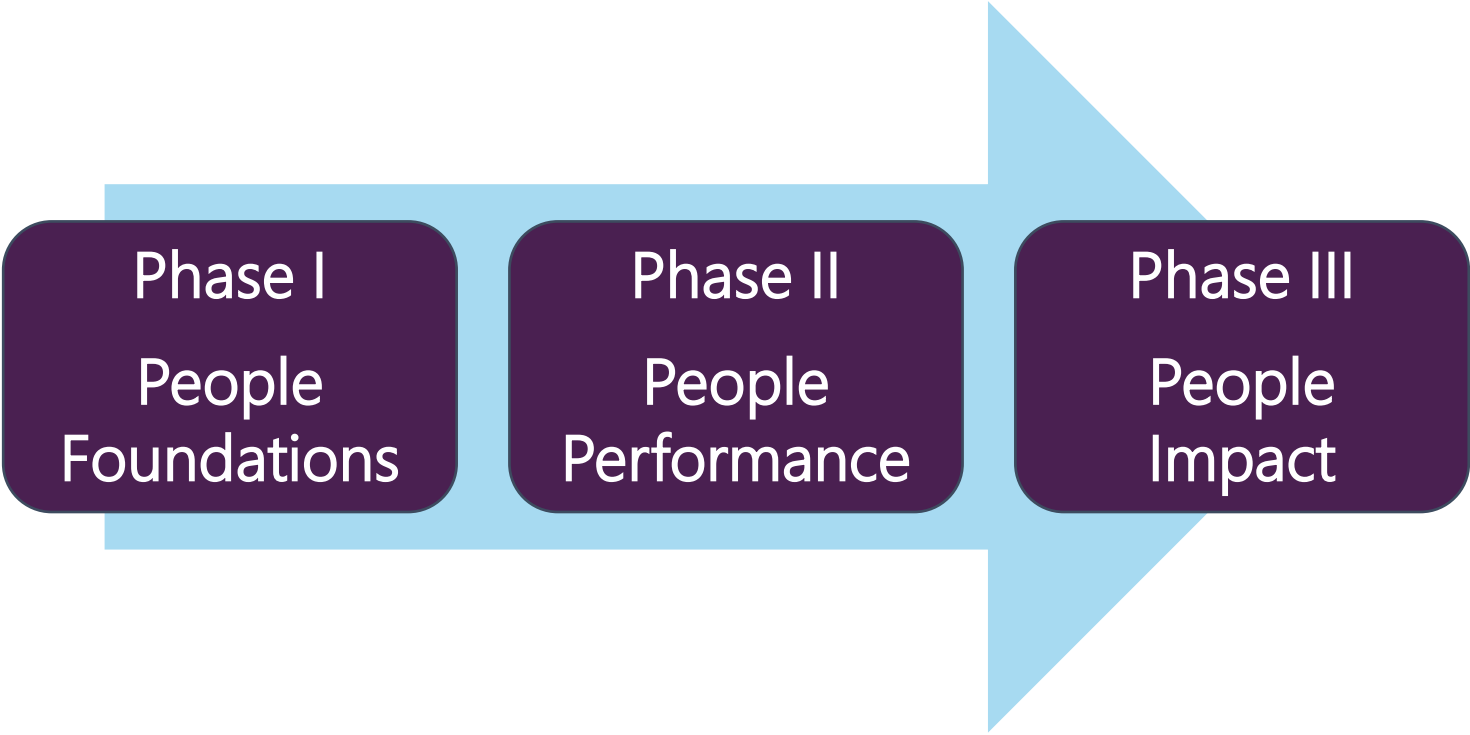




Moving Toward Transformational HR Series 2022

Session 3: People Impact: The Power of Engagement & Intentional Culture

October 7, 2022



Transactional HR



Transformational HR



The People Strategy Checklist

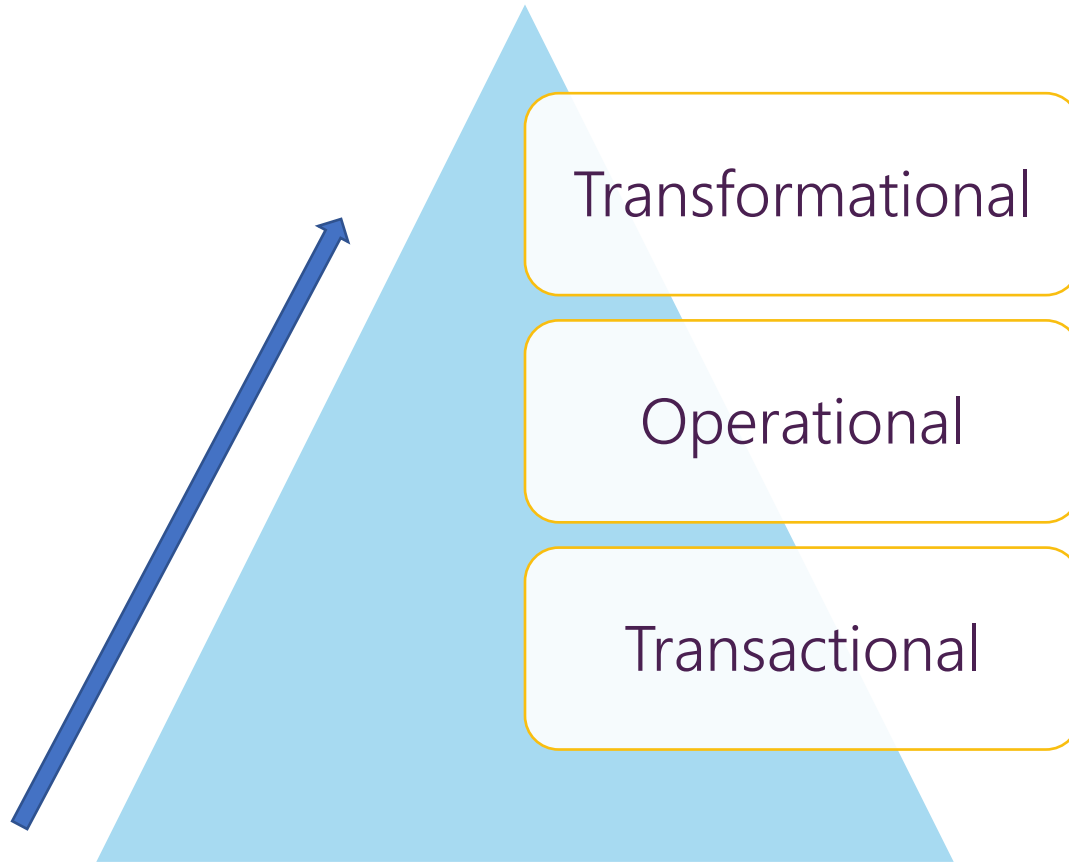


- + The "Basics"
- + Ensuring Compliance

- + Hiring for Fit
- + Onboarding for Success
- + Measuring Performance
- + Total Rewards

Transactional HR  Transformational HR





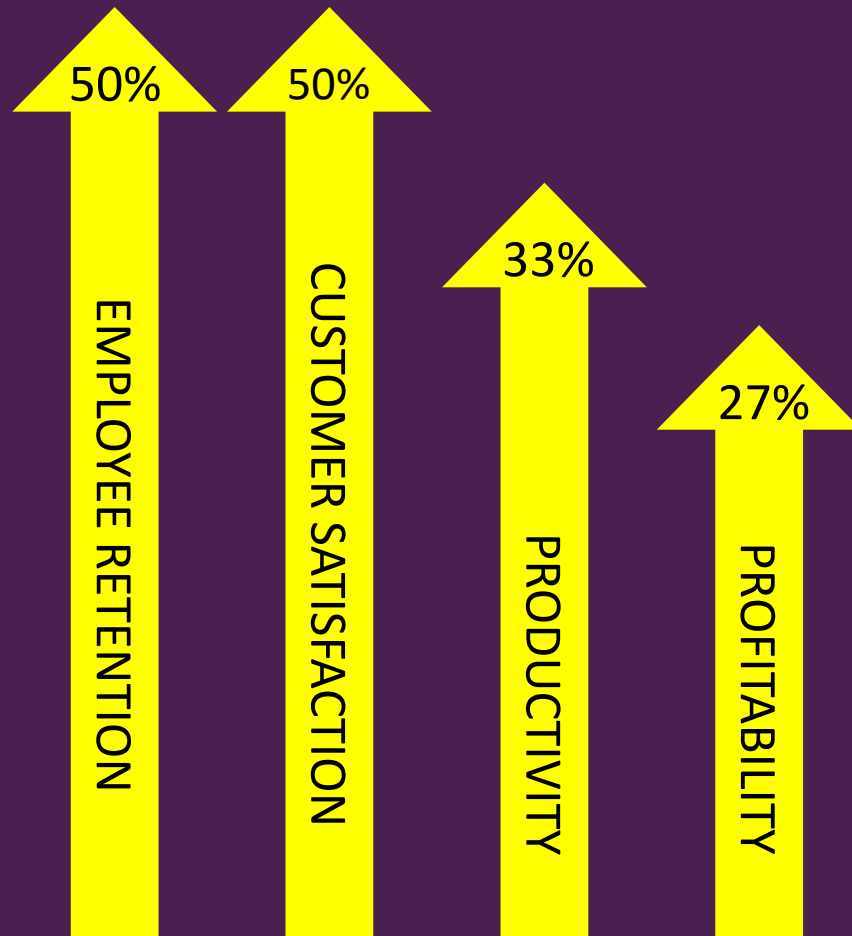
Did you know?

- + 33% of U.S. employees are engaged
- + 51 % of U.S. employees are just showing up
- + 16% of U.S. employees are actively disengaged

+ *State of the American Workplace, Gallup*

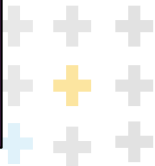
ENGAGEMENT

Gives Companies an Edge



DISENGAGED EMPLOYEES

\$450-\$550
BILLION



Engaged vs. Disengaged

Engaged Behaviors

Optimistic
Team-oriented
Goes above and beyond
Solution-oriented
Selfless
Shows a passion for learning
Passes along credit but accepts blame

Disengaged Behaviors

Pessimistic
Self-Centered
High absenteeism
Negative attitude
Egocentric
Focuses on monetary worth
Accepts credit but passes blame



"Quiet Quitting"



Engagement...



**The Emotional
Commitment & Willingness
To Give Your Best At Work.**

Time to Check In



If you could do it all over again, would you reapply for your job?

- Yes
- No

If you could ask your organization, what % do you think would reapply for their jobs?

- < 25%
- 25 - 50%
- 50%-75%
- > 75%

What (& Who) **DRIVES** Engagement?

Organizational Drivers

- + Trust in leadership.
- + Belief that the organization will be successful.
- + Understanding of how you fit into the organization's future plans.
- + Leaders are committed to making it a great place to work.
- + Leaders value employees are most important resource.
- + Organization makes investments for employee success.

Managerial Drivers

- + Employees enjoy a good relationship with their supervisor.
- + Employees have necessary equipment to do their job well.
- + Employees have authority to accomplish their job well.
- + Employees have freedom to make work decisions.



Individual Drivers/How to Engage

- + Select The Right Employees/"Right Person/Right Seat"
- + Focus On Engagement At The Individual And Team Level
- + Coach Managers And Hold Them Accountable For Their Employees' Engagement
- + Define Engagement Goals In Realistic, Everyday Terms
- + Job Enrichment & Cross Training
- + Performance Management



Individual Drivers/How to Engage

- + Training & Development
- + Coaching/ Mentoring
- + Strategic Compensation Design
- + Employee Social Events
- + Recognition Programs
- + Survey To Gauge Your Organization's Current Employee Engagement



How Managers Drive Engagement



Empower



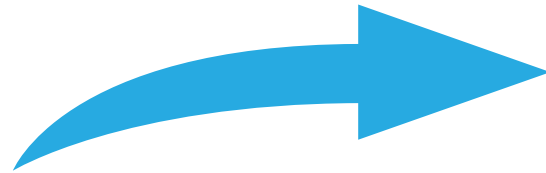
Empathy



Enable



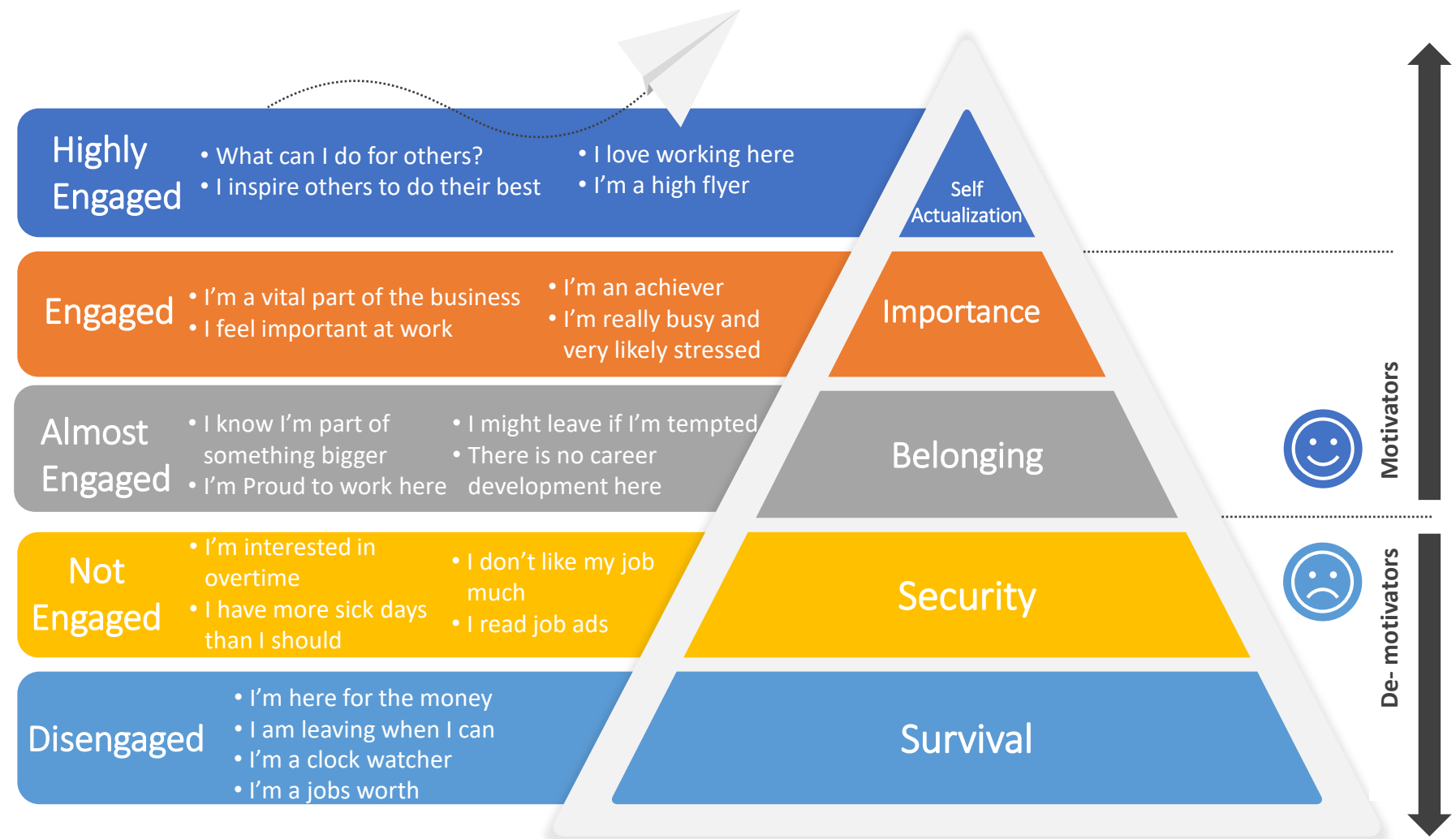
Encourage



ENGAGEMENT

Employee Engagement & Maslow

Maslow's Hierarchy of Needs Applied To Employee Engagement



The Power of Belonging



Belonging



Seen



You are recognized,
rewarded and respected
by your colleagues.



Connected



You have positive,
authentic social
interactions with peers,
managers & senior
leaders



Supported



Those around you -from
your peers to senior
leaders - give you what
you need to get your work
done and live a full life.

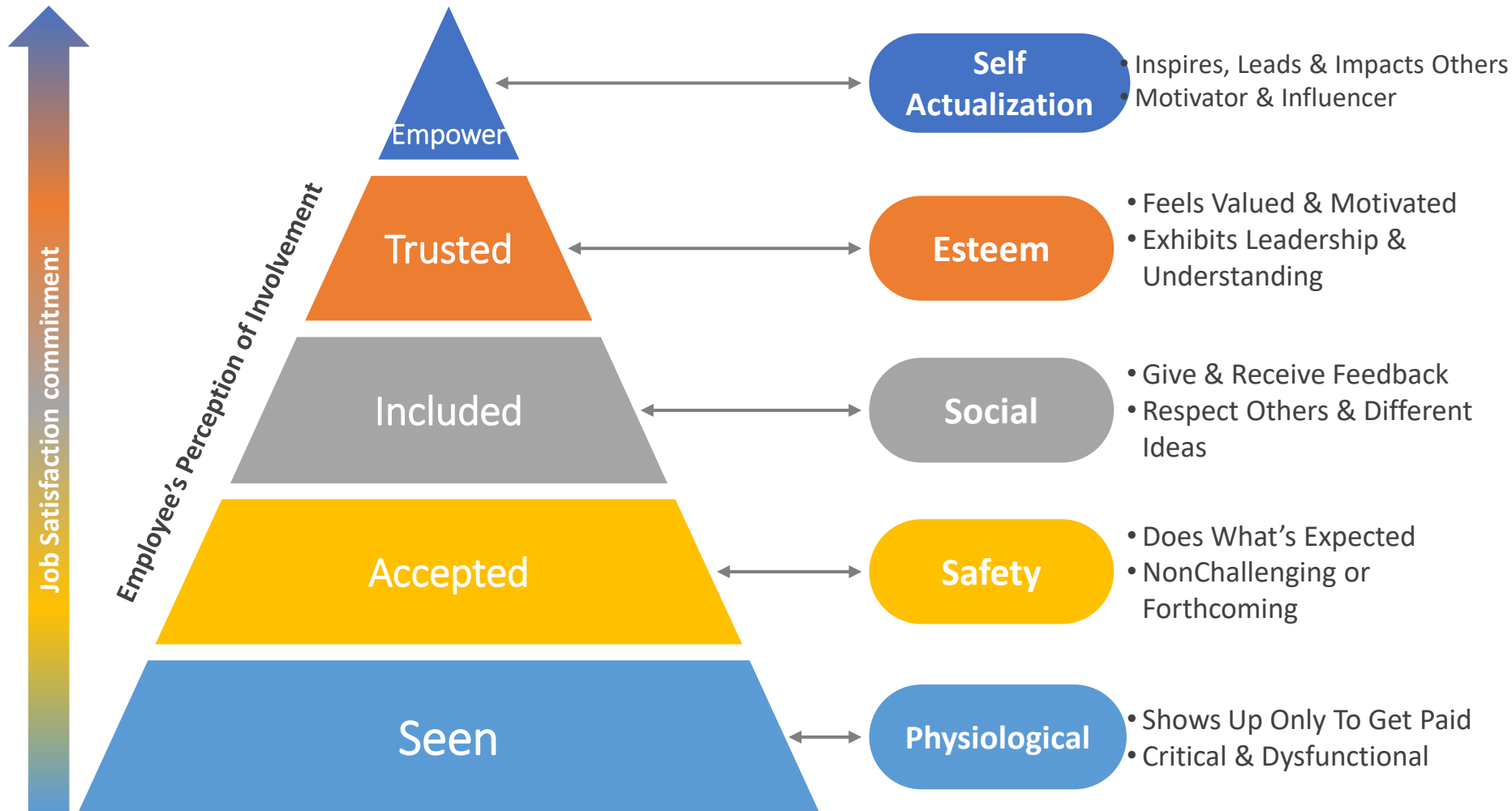


Proud



You feel pride about your
work, your organization
and you feel aligned with
its purpose, vision, and
values.

Remember Maslow?



Time to Check In



Which of the following statements best describes how engaging your employees fits into your work priorities?

- I don't think about it
- It is a low priority
- We think about occasionally.
- It is a priority that we think about frequently.
- It is a very important part of what we think about, plan for and do every day.

Employees Need to Fit Their Seat...

Assessments

Having the right people in the right jobs is truly powerful.

Job Descriptions

Accurate description of the responsibilities and requirements is key.

KPIs

Clear and measurable goals shouldn't be optional.



...and the Seat Needs to Be Comfortable.

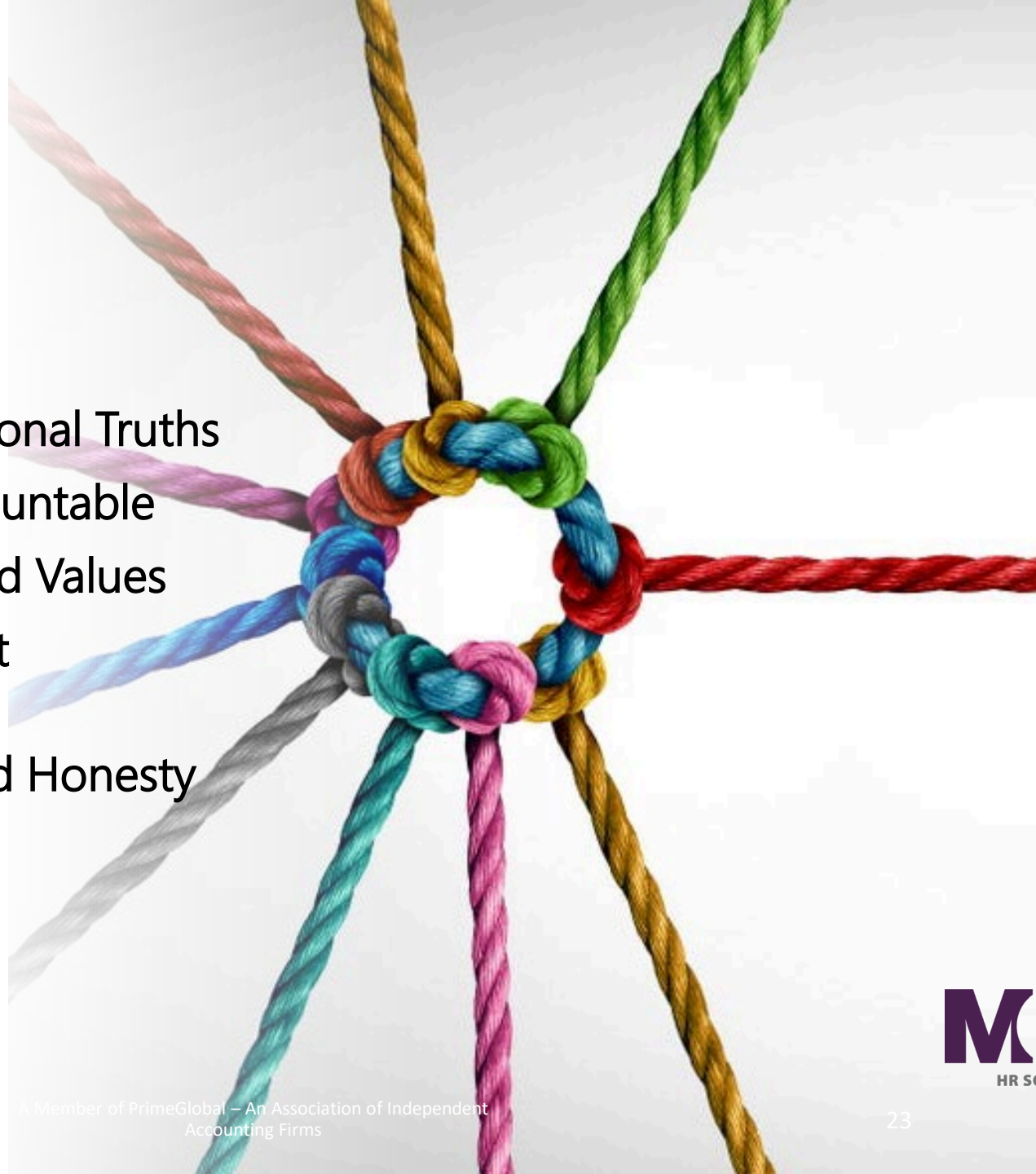


Culture is Key

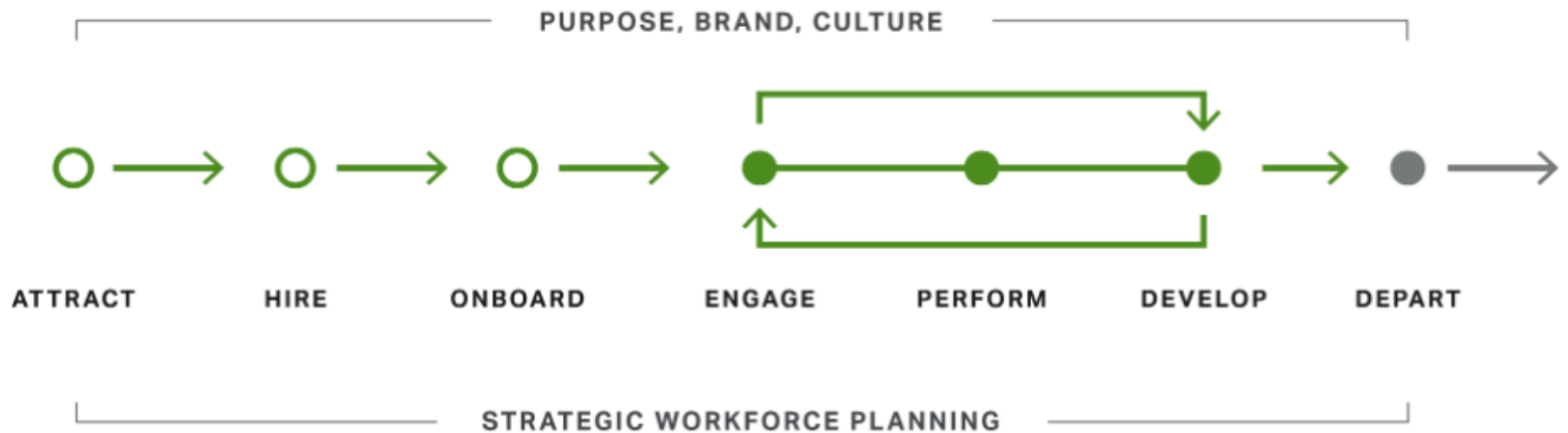
- 57% Of Job Seekers Across All Career Levels Consider Culture As Important As Pay
- For 75% Of Talent Recruiters, Cultural Fit Is More Important Than A Prospect's Work History And Experience
- 73% Of All Respondents Picked A Defined And Clearly Articulated Culture As The Top Key Element of a company's reputation as a workplace

Building an Intentional Culture

- + Identify Organizational Truths
- + Hold Leaders Accountable
- + Align Behaviors and Values
- + Deliver Transparent Communication
- + Foster Humility and Honesty
- + Consistency Wins



Q4 Webinar: Pulling It All Together



People Drive Performance.



MCM HR Advisory Services

Maximizing People and their Potential.
Humans, not just Resources.





Emily Possidento

HR Advisory Principal

Emily.Possidento@mcmhrsg.com

Phone: 502.882.4668



Susan Pittman

HR Advisory Lead & Principal

Susan.Pittman@mcmhrsg.com

Phone: 502.882.4664



PEOPLE
MATTER

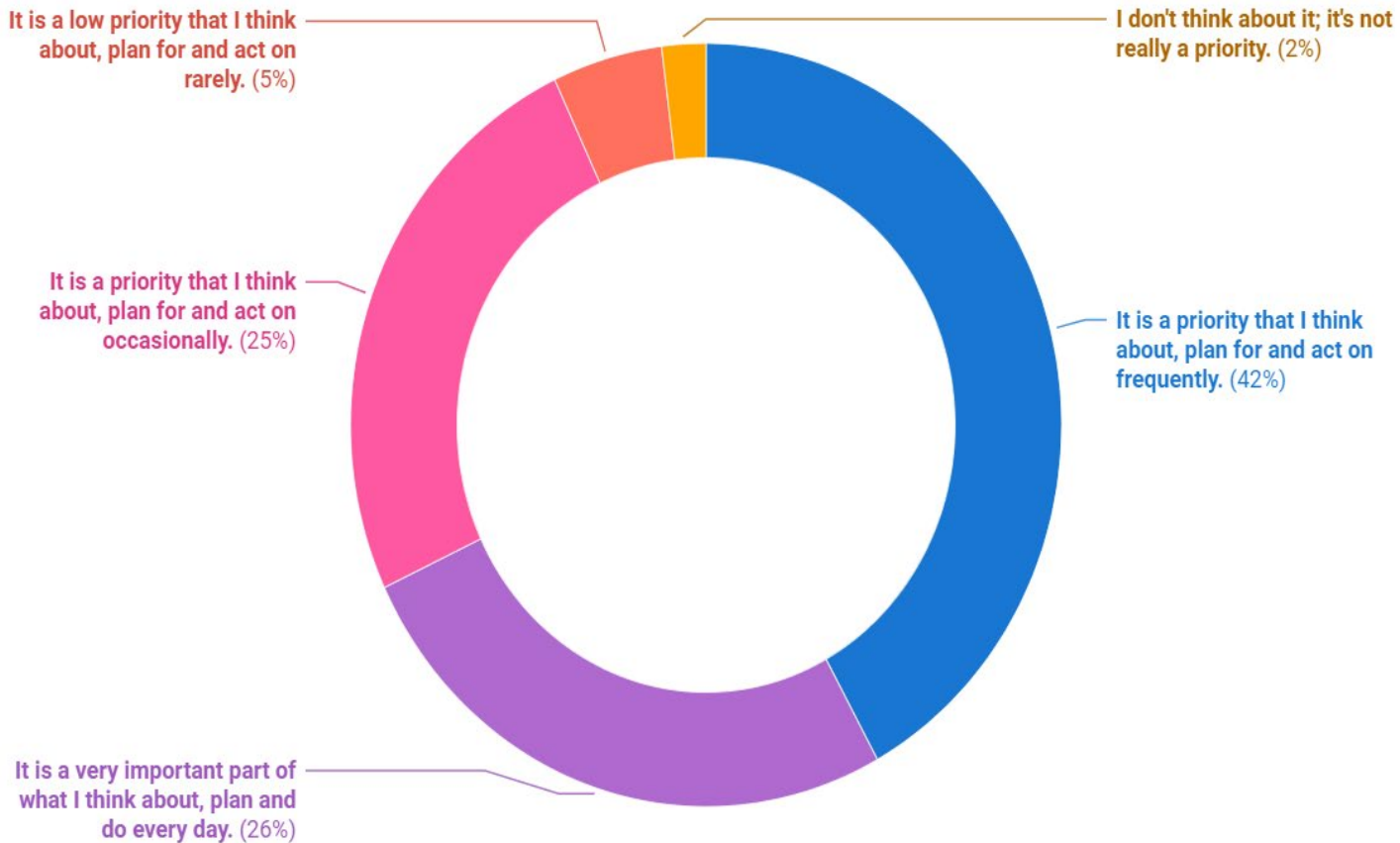


LEADERS
INSPIRE



EXCELLENCE
RULES

Which of the following statements best describes how engaging your employees fits into your work priorities?



Source: *Employee Engagement: It's Time to Go 'All In,'* Dale Carnegie Research Institute, 2017. • Created with [Datawrapper](#)

