

The Power of Employee Engagement

Keith Friede

Jennifer Kramer, MS, SPHR, SHRM-CP

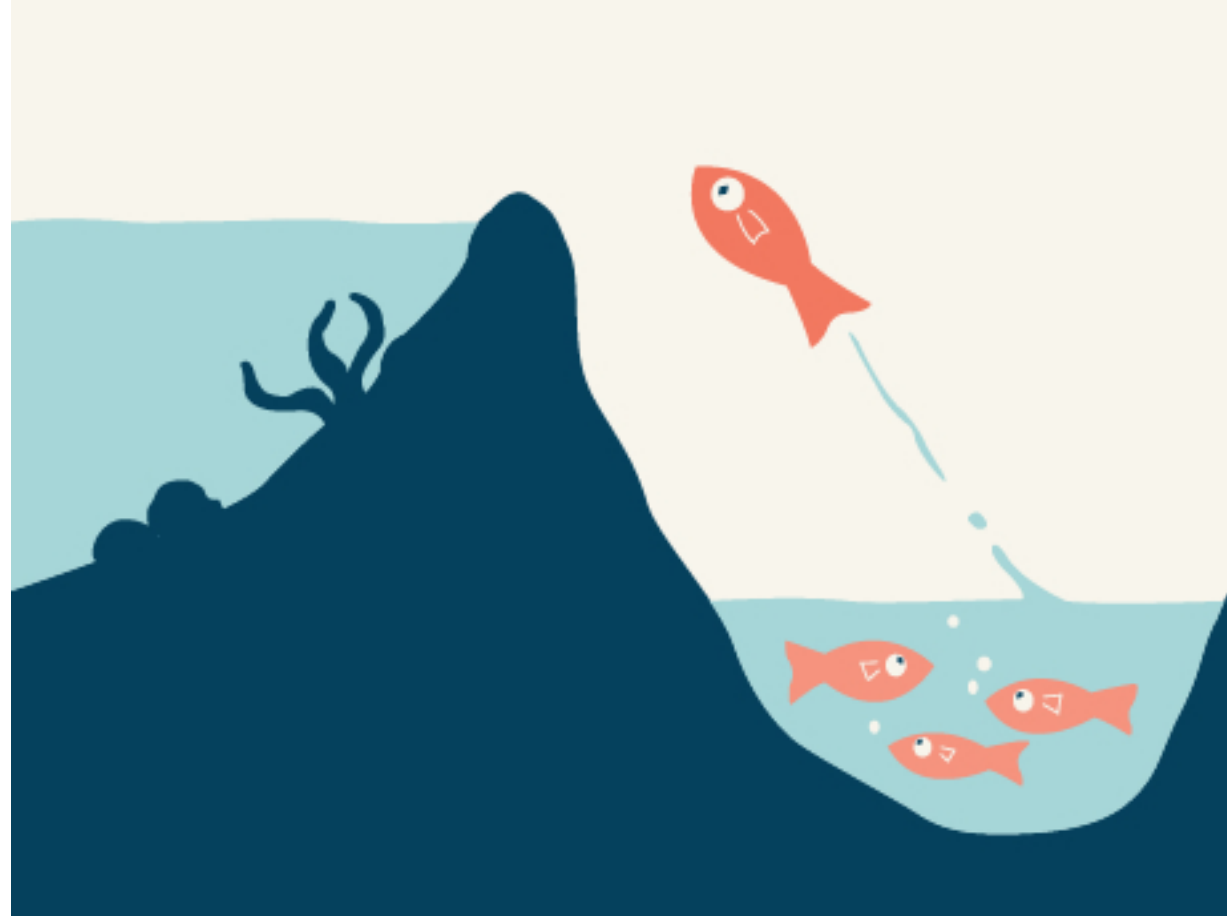
Employee Engagement Objectives

- Implement specific behaviors that impact and improve employee engagement
- Begin managing and maintaining an organizational culture that promotes and improves employee engagement
- Employ other tactical actions that improve engagement
- Measure employee engagement to assess progress and make course corrections

Engagement > Program



Motivation



Loss to the Company



Purpose

high achievement
always takes place
in the framework
of high
expectations.

Jack Kinder

meetville.com

Retention



Destruction



Employee Engagement as a Culture



Employee Involvement



Actions to Improve Engagement



Measuring Engagement/Metrics



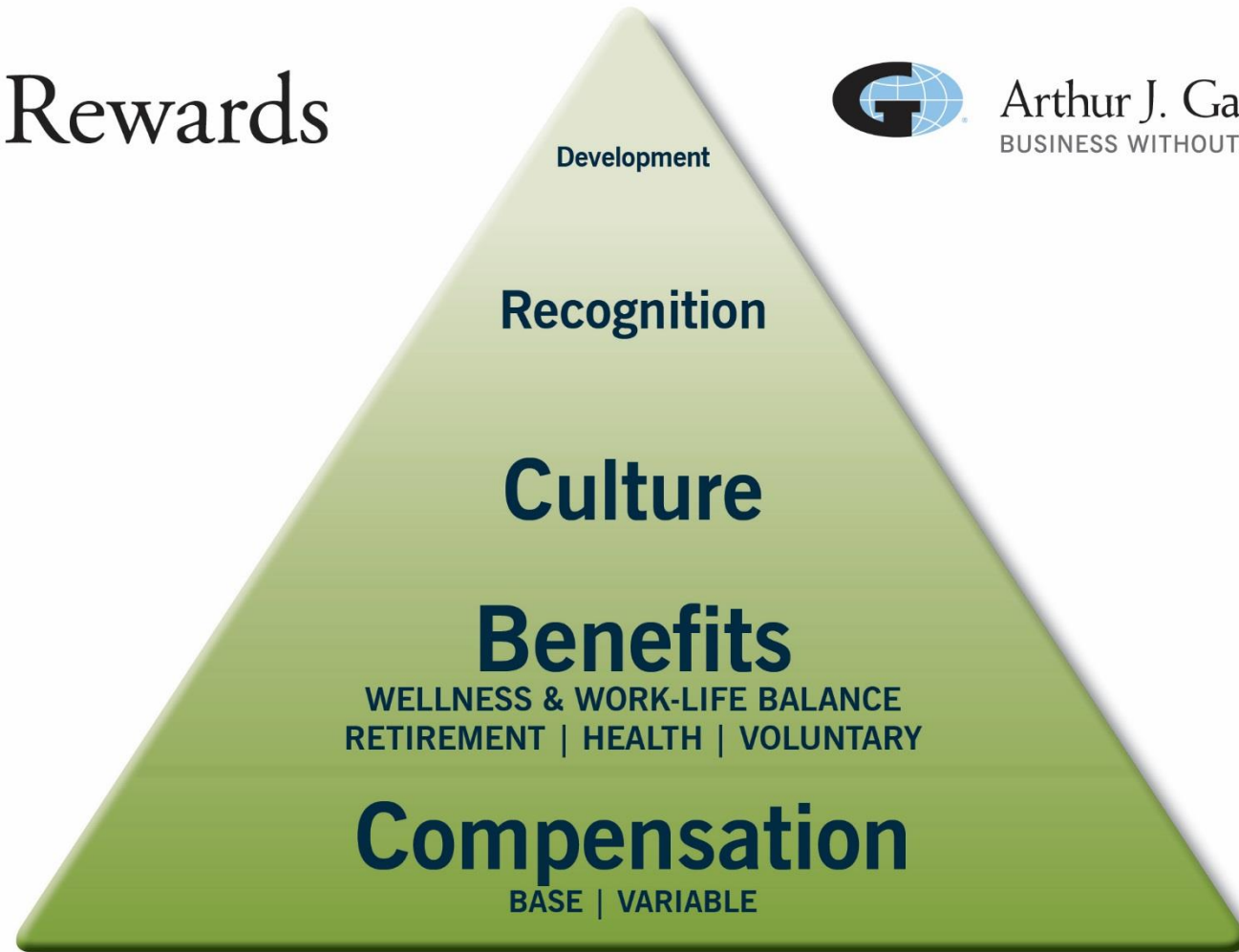


The Organizational Fingerprint

Total Rewards



Arthur J. Gallagher & Co.
BUSINESS WITHOUT BARRIERS™

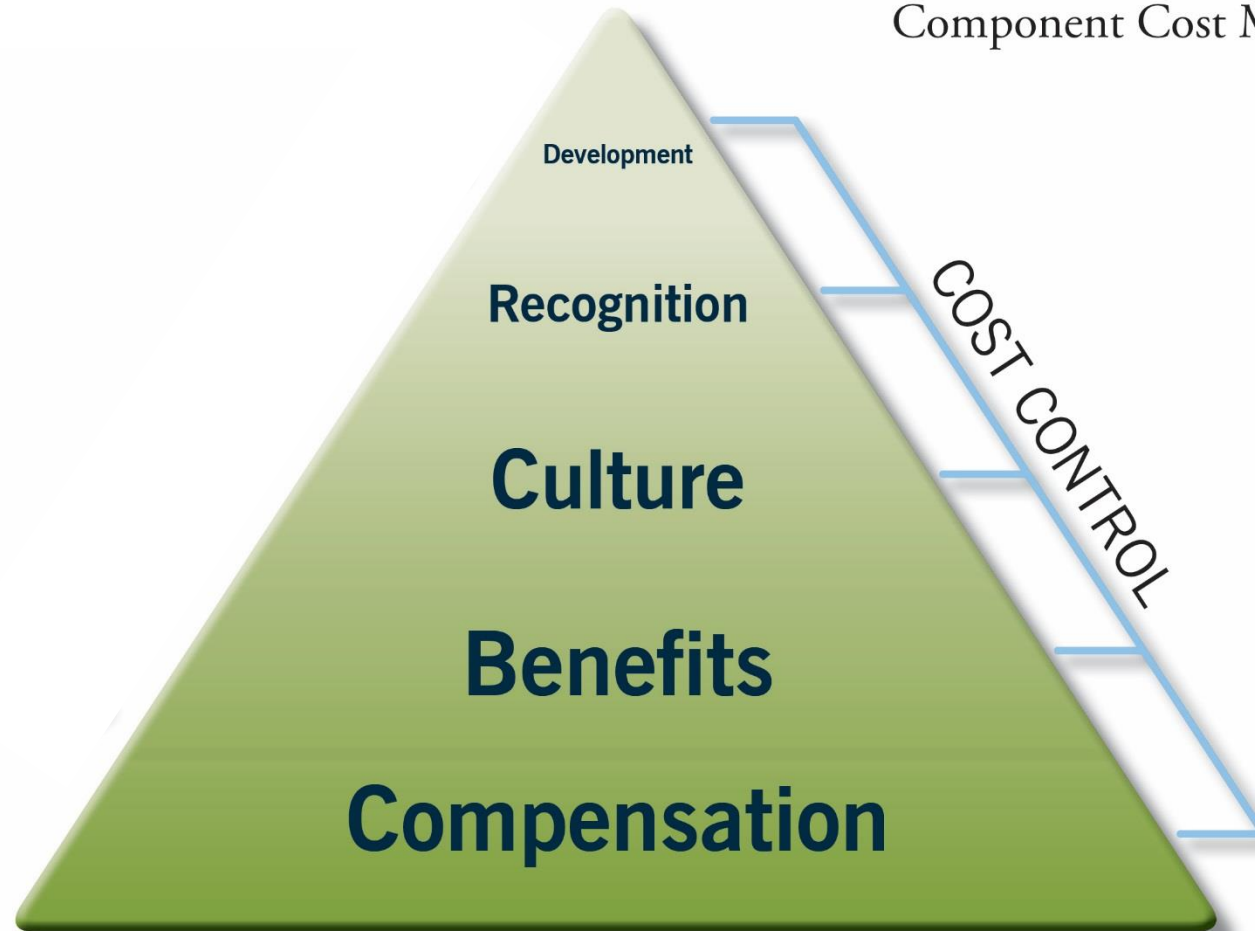


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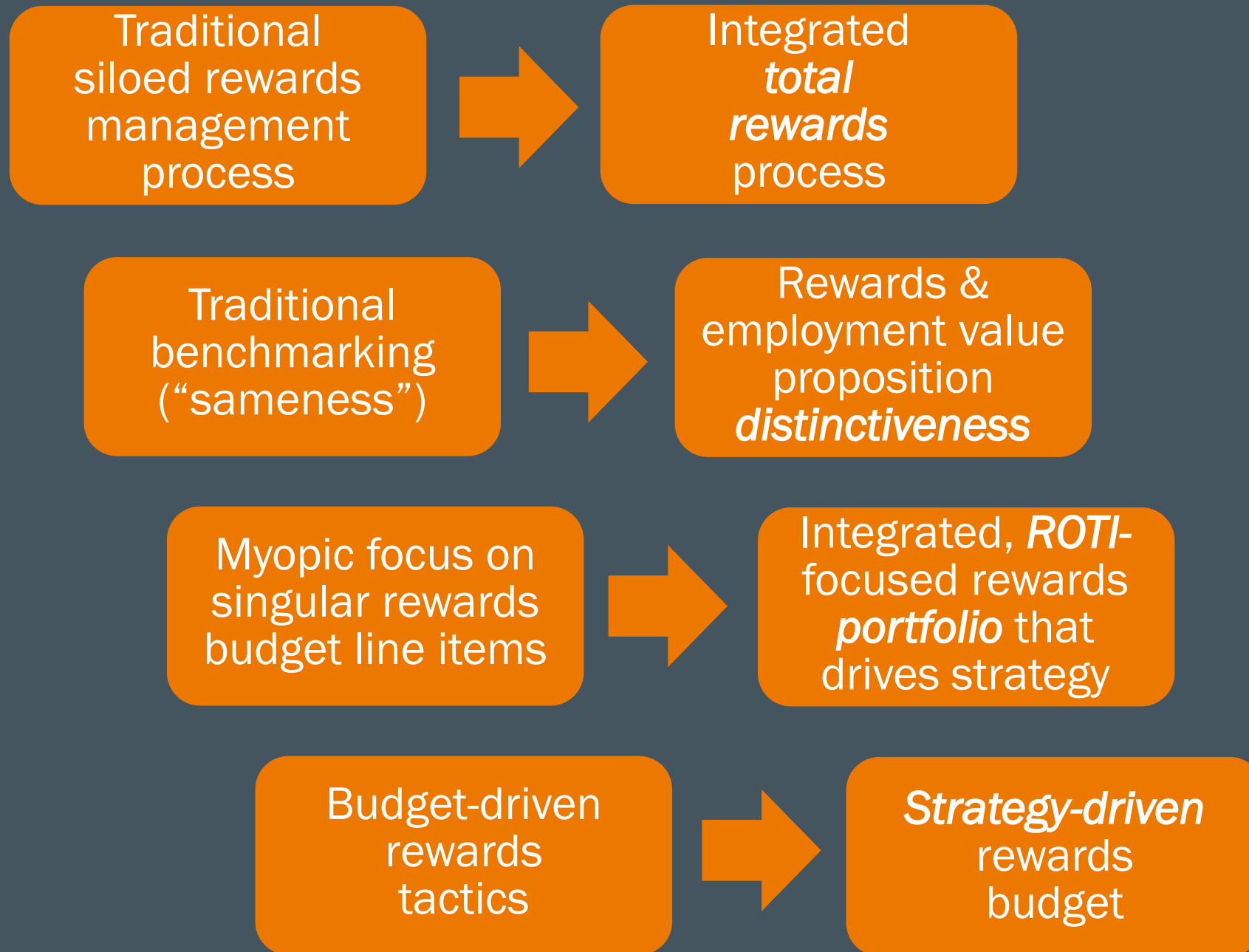


Rewards Component Cost Control

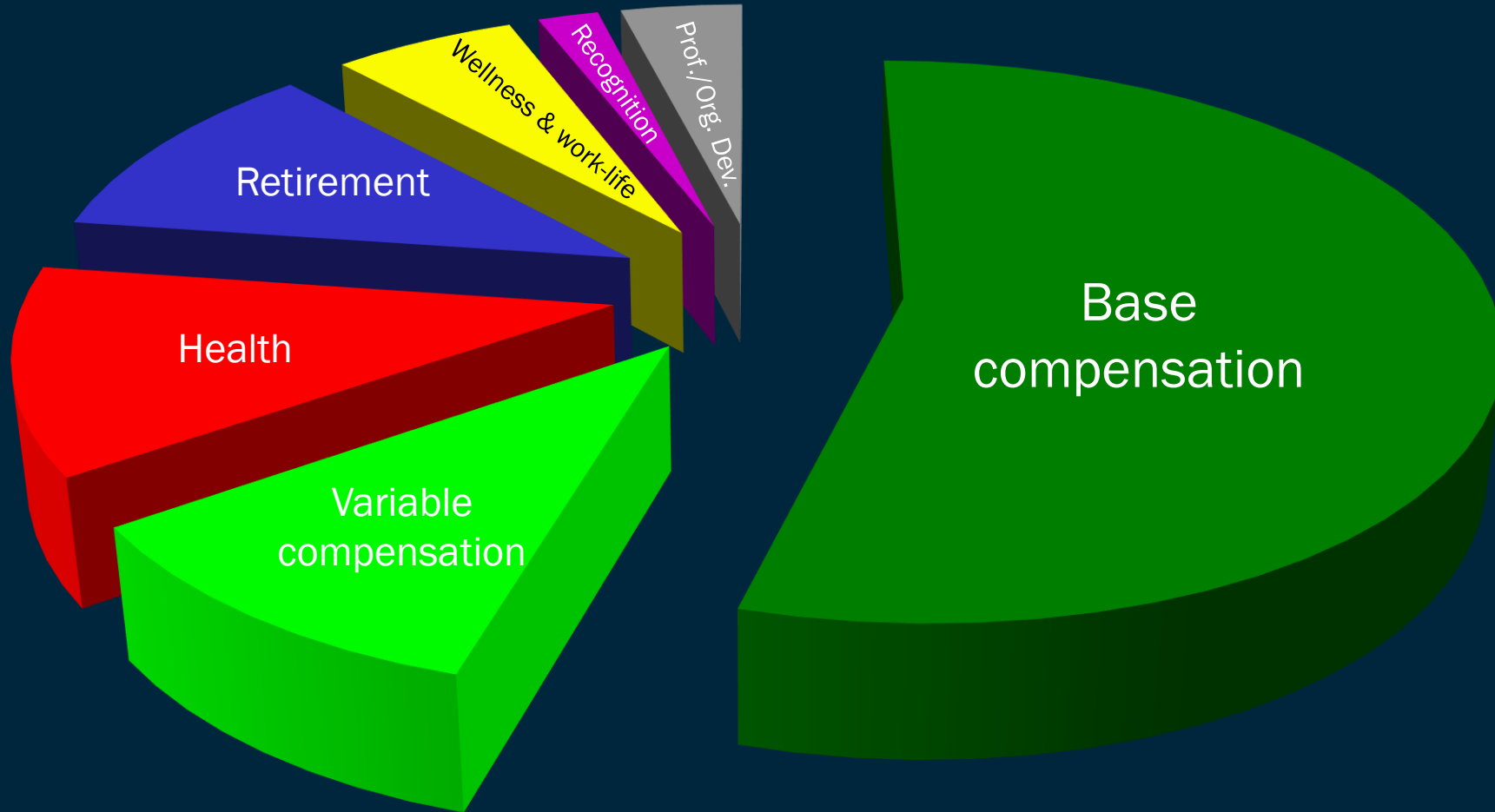
Component Cost Minimization



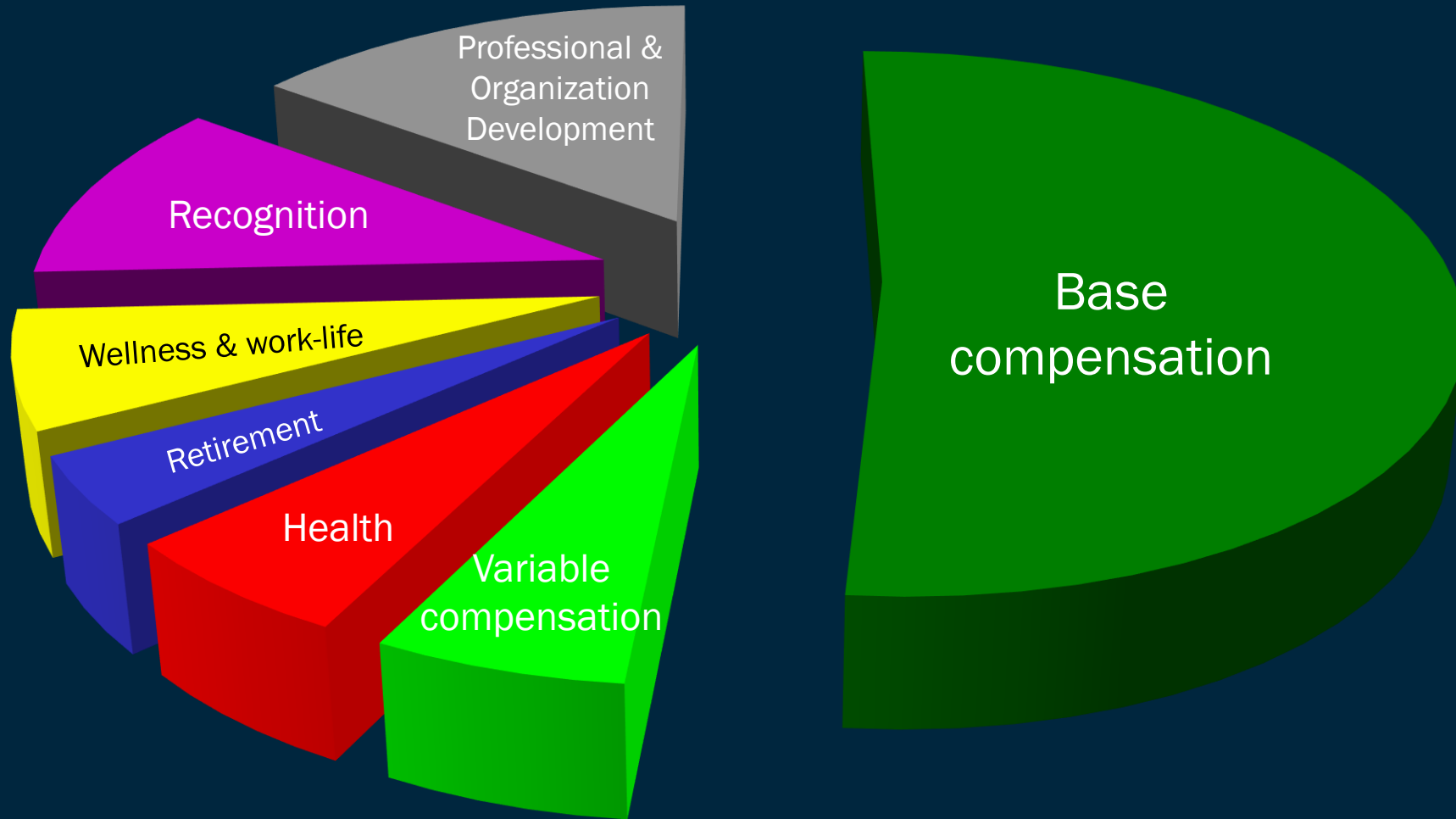
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Actual Distribution

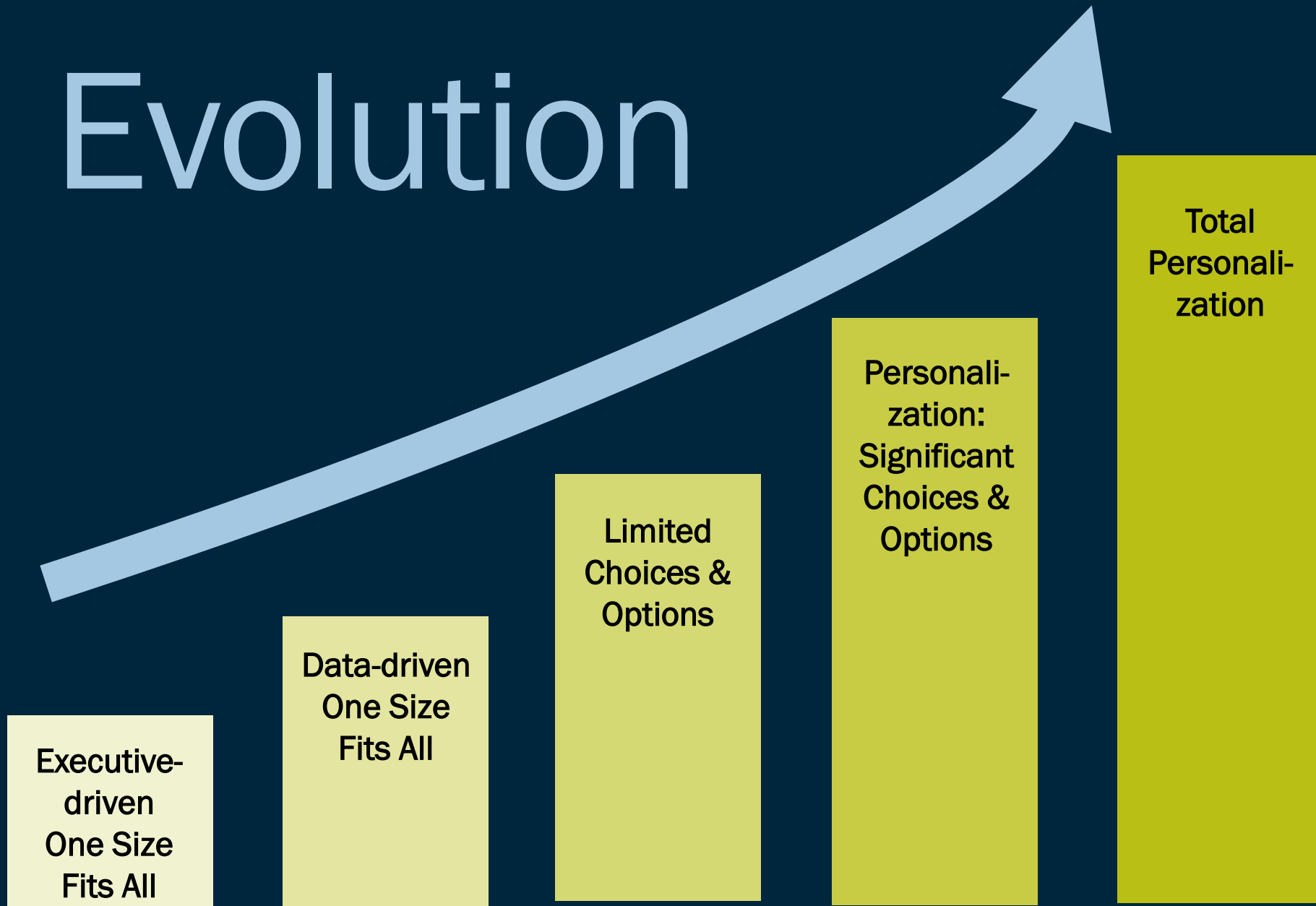


Employees' Preferred Distribution





Evolution





Key Talent



Work style Alignment



Strategic Initiative

Training

20 – 20 - 60



Managers



Leadership

A diverse group of business professionals are gathered around a wooden conference table in a modern office. An older man with white hair, wearing a grey suit and blue shirt, is pointing at a document on a laptop. A younger man in a blue shirt is looking at the document. A woman with glasses and a white shirt is looking on. Another woman in a white shirt is in the foreground, looking down at a document. A man in a blue shirt is on the right, holding a pen to his chin. The table has several glasses of water, a white coffee cup, and some papers. The background is a blurred office environment.

Culture Development

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