GPStrategies®
Your workforce *transformation* partner™

Employee Engagement Survey

A Comprehensive Employee Engagement Survey Process

Engagement has been hailed as the secret ingredient to competitive advantage. It's an intuitive concept: Committed, aligned, and passionate employees are good for business. Creating a culture of engagement starts with understanding, but many organizations struggle to move from concept to reality. Often, the annual survey process loses steam during the planning phase and does little to inspire the discretionary effort and bottom-line results that high engagement promises. That's because surveys alone don't change anything. **People—and sound workplace practices—do.**

The GP Strategies® approach is designed to provide a framework for educating your workforce about engagement, and actions to increase engagement every day.

The X Model of Engagement: Where Organizational Performance Meets Employee Satisfaction

Our engagement survey is based on our X Model of Engagement. Engagement is a mutually beneficial relationship where both employee and organizational needs are met. Full engagement occurs when individuals experience maximum satisfaction from the work they do while contributing at a maximum level to the mission and goals of the organization. Our survey construct plots the current location of your workforce along the spectrum of five engagement levels: Engaged, Almost Engaged, Satisfied & Not Contributing, Contributing & Not Satisfied, and Disengaged.

SUCCESS GOALS, VALUES, STRATEGY
MAXIMUM SATISFACTION

SUCCESS GOALS, VALUES, STRATEGY
MAXIMUM CONTRIBUTION

JOB

ORGANIZATION

INDIVIDUAL

Click to watch a video and learn more about our X Model of Engagement (**https://www.youtube.com/watch?v=kfp5Ejnk-I4**).

Differentiating Features of Our Approach

We partner closely with our clients so they're equipped with:

- A straightforward, practical framework for talking about engagement

- Help communicating the roles of leaders and individual contributors in making engagement an integral part of the culture

- A core construct for measuring engagement that provides actionable insights

- Customization to measure specific organizational concerns

- An in-depth consultative approach and project management support

- Key metrics for tracking engagement trends, now and in the future

- A robust normative database

- An dynamic platform for managers to view data, download reports, create action plans, and plan team meetings

- Quantitative analysis of write-in comments

- A strategy for sharing results with managers to drive local understanding, dialogue, and action

- Engagement Champion training for internal subject matter experts who can support the initiative

- Learning solutions to address survey results and improve engagement

Analysis and Reporting

The robust insights we deliver will provide you with the framework for building an engaged workforce.

- People Insights Platform for managers and key stakeholders to access reports and data including:

  - Demographic and manager team data

  - Heat-map and data views to easily spot trends across workgroups and demographics

  - Dashboards for managers of managers, allowing them to view results from their teams and drive accountability

  - Data interpretation guidelines and insights for acting on survey results

- Statistical analysis (correlation, frequency distribution, manager threshold analysis)

- Presentation of findings (organization-wide results, demographic data, trends, and benchmark comparison) and central themes to key stakeholders

- Recommendations for organization-wide actions and areas of focus
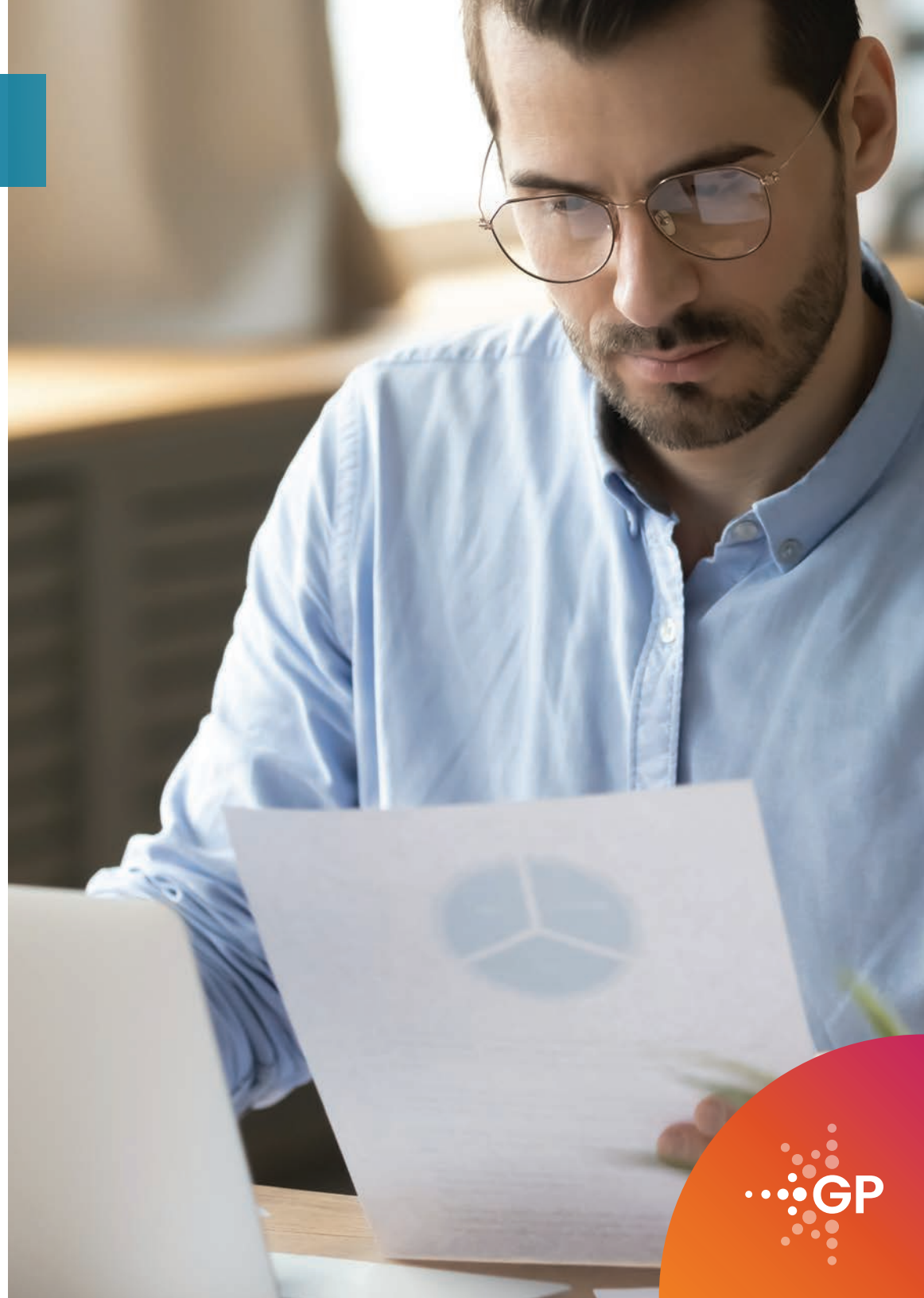
Tools for Taking Action

In addition to data, the People Insights Platform contains resources to help leaders build their engagement acumen and address survey results:

- An Action Planning section with tools and targeted advice for moving the needle on key engagement questions

- A Team Meeting section with steps for preparing team meetings and logging meeting outcomes

- Administrative dashboards for stakeholders to view realtime response rates, create and assign custom datasets, manage site access, and track action plan progress and outcomes

- An Engagement Conversations section featuring guidance for conducting one-on-one meetings with team members

- A Resource Center with micro-learning assets to help leaders and stakeholders build their understanding of the data and what it takes to build a culture of engagement

- Town Hall templates to assist in sharing results and outlining next steps

To learn more about maximizing employee engagement in your organization, visit **www.gpstrategies.com.**

GPStrategies®

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