



Employee Engagement Models

How to Effectively Implement in Your Organization

Wednesday, November 6, 2024

terryberry
Engage · Reward · Succeed

Objectives

1. What is employee engagement?
2. Why is Employee Engagement Important?
3. Terryberry's Engagement Model
4. Leveraging Terryberry's Engagement Model
 - Listening
 - Reward and Recognition
 - Wellness



Employee Engagement

What is Employee Engagement?

Employee engagement is the level of enthusiasm and commitment an employee has towards their work and company.



Factors that Influence Employee Engagement



- Feeling valued and appreciated by the company
- Having a good relationship with their direct supervisor
- Feeling like they are part of a team
- Employees are more likely to be engaged in their work and to be positive ambassadors for their company

Benefits of Having Engaged Employees

- Increased Productivity
- Higher Profitability
- Better Employee Retention
- Improved Customer Satisfaction
- Innovation and Creativity
- Healthier Work Environment
- Better Safety Records
- Enhanced Employee Well-Being
- Positive Impact on Stock Price
- Competitive Advantage
- Customer Loyalty
- Employee Advocacy

Employee Engagement Today



In the first quarter of 2024, engagement dropped three percentage points to 30% among both full- and part-time employees

Terryberry's Engagement Model

What is an Engagement Model?

An employee engagement model is a framework organizations use to make sure their employees are happy, safe, healthy, valued, supported – and engaged. Such a model ensures that employees are treated as human beings first and foremost, with lives beyond work. And when business becomes more human, guess what? Valued and appreciated employees are more productive, and less likely to leave their jobs.

“An employee engagement model measures engagement in a scientifically validated way. Because when something can be measured, it can be analyzed, then actions taken to improve lacking areas.”

[Ruth D'Alessandro](#) & [Laura Harding](#)



Terryberry's Engagement Model

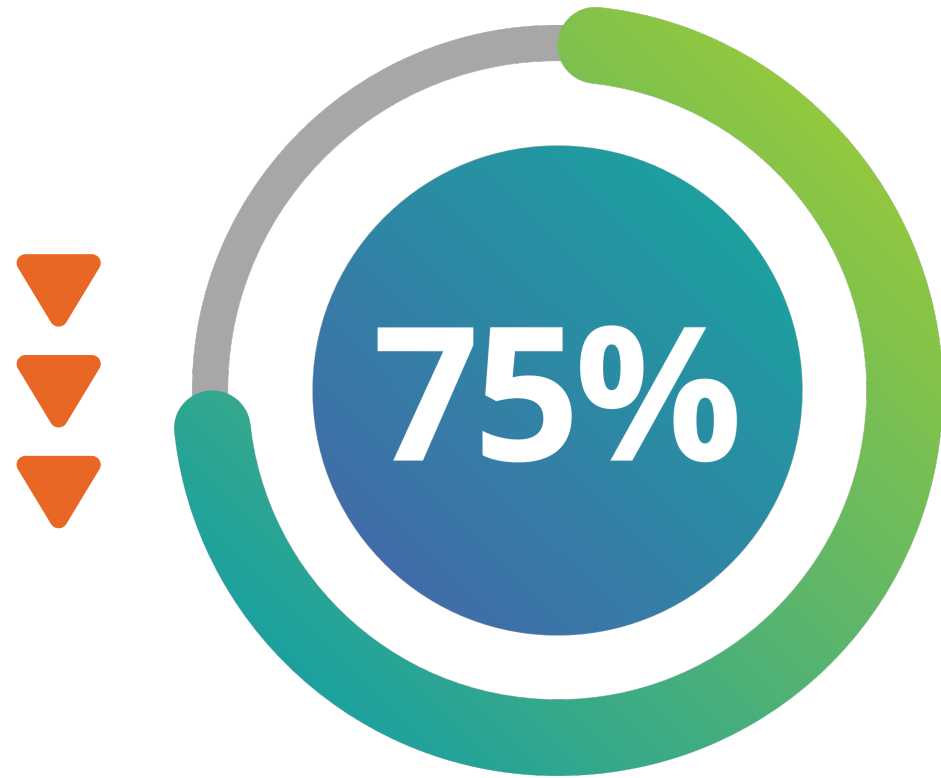


Terryberry's Engagement Model

Belonging



Employees who feel a sense of belonging are 50% less likely to leave, exhibit a 56% increase in job performance



75% reduction in absenteeism

Terryberry's Engagement Model

Well-Being



Organizations that prioritize well-being see a 23% increase in employee performance and a 17% increase in engagement

Terryberry's Engagement Model

Leadership

3.5x

Employees who feel their leaders communicate transparently are 3.5 times more likely to be engaged

4x

Employees who rate their leaders as effective and empowering are 4 times more likely to be engaged at work

Terryberry's Engagement Model

Equity



Equity also helps to minimize bias, fostering a more diverse and inclusive environment

Terryberry's Engagement Model

Purpose

When employees feel that their personal values, goals, and sense of mission align with those of the organization, they are more likely to be intrinsically motivated



Terryberry's Engagement Model

Empowerment

Giving employees the authority, resources, and support they need to make independent decisions and take ownership of their work

Leveraging the Engagement Model

Listening

Listening

Key features of an effective employee survey program

- Customizable Surveys
- Customization
- User-friendly Interface
- Real-time Reporting
- Segmentation & Filtering
- HR System Integration



Listening

Benefits of Having an Employee Survey Strategy – Increased Retention and Reduced Turnover



70% of employees who don't feel heard are likely to leave their current employer within a year

Listening

Benefits of Having an Employee Survey Strategy - Company-Wide Communication and Transparency



Employee surveys foster inclusivity by giving all employees an opportunity to share their perspectives

Listening

Benefits of Having an Employee Survey Strategy - Data-Driven Decision-Making

Make informed decisions about HR policies, leadership development, and cultural initiatives

Benchmark internally, tracking improvements over time, or externally, comparing performance with industry standards

Identifying training and development needs

Enable proactive problem-solving

Listening

Benefits of Having an Employee Survey Strategy - Improved Employee Experience

Meet the evolving needs of your workforce: offering more flexibility, improved benefits, or fostering a better work-life balance



Reward and Recognition

Reward & Recognition

Key features of an effective reward and recognition program



- Manager and Peer-to-Peer on the spot recognition
- Nominations
- Recognition Software
- Reward Systems
- Regular Communication
- Clear Alignment with Company Goals
- Fair and Transparent Criteria
- Variety of Rewards
- Personalization
- Measurable and Data-Driven

Reward & Recognition

Benefits of Peer-to-Peer Recognition

Employees feel valued,
appreciated, and
motivated to contribute
their best efforts



Reward & Recognition

Empower Employees

Peer-to-Peer Recognition programs allow managers to trust their employees to step in and recognize each other, while giving employees a sense of ownership

Reward & Recognition

Improve Engagement and Morale

2.7x

When employees believe they will be recognized, they are 2.7x more likely to be highly engaged in their work

Reward & Recognition

Reduce Voluntary Turnover



63% of employees who feel recognized say they're unlikely to look for a new job



Companies with effective recognition programs have 31% lower voluntary turnover.

Reward & Recognition

Celebrate Unsung Heroes



Your top performers may be undetected by top leadership but are known well amongst the team for their work

Rewards

Increased Employee Motivation



85% of employees
report that they feel
more motivated when
their efforts are
recognized

Reward & Recognition

Improved Employee Retention



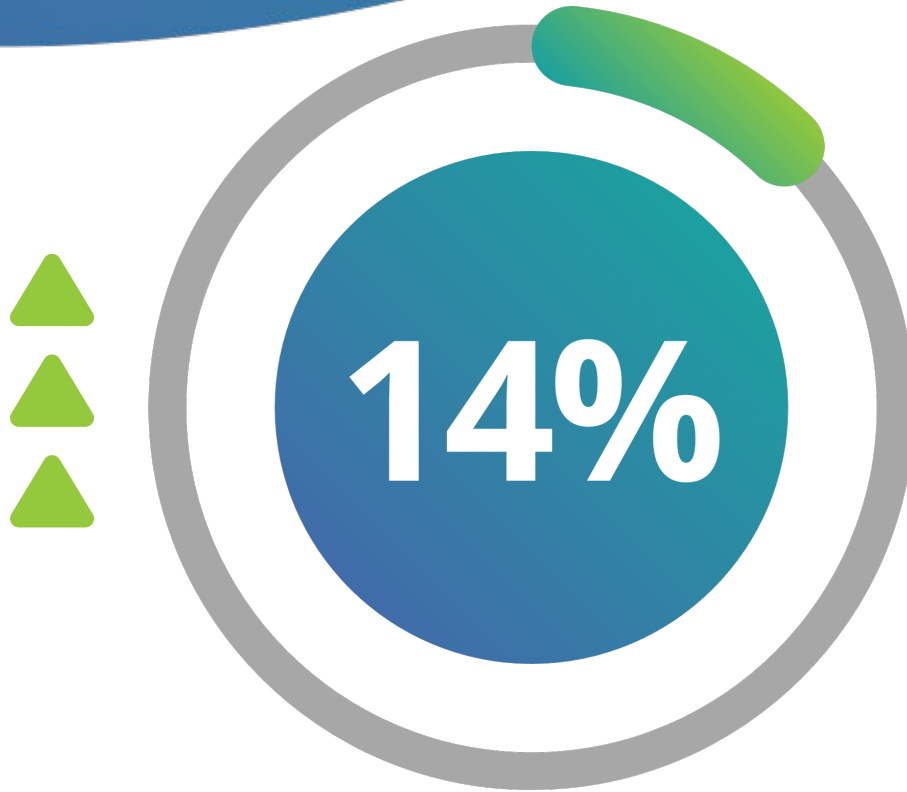
25% of employees leave their jobs due to a lack of recognition and career development opportunities



Cost of replacing talent is estimated to be up to 2 times the employee's salary for senior roles

Reward & Recognition

Positive Company Culture



Companies with effective rewards programs see a 14% increase in employee performance

Reward & Recognition

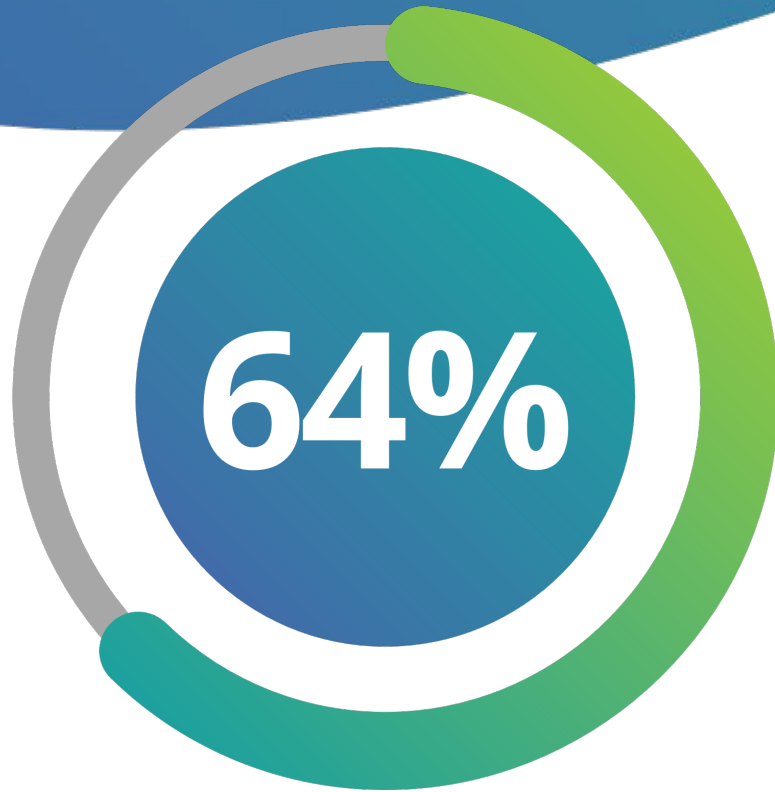
Boost Innovation and Creativity



Organizations with a recognition culture are 70% more likely to see their employees innovating and solving problems proactively

Reward & Recognition

Encourage Desired Behaviors



64% of employees said recognition improves their alignment with corporate values and goals



Reward & Recognition

It is vital to measure the
impact of recognition on
employee sentiment

Wellness

Wellness

Key features of an effective corporate wellness program

- Holistic Approach to Wellness
- Incentives and Rewards
- Personalized Wellness Plans
- Accessibility and Inclusivity
- Continuous Education and Training
- Data Tracking and Feedback

Wellness

Benefits of a Corporate Wellness Program –
Reduced Healthcare Costs

\$3.27

Companies that implemented wellness programs saved \$3.27 for every dollar spent on healthcare expense

Wellness

Benefits of a Corporate Wellness Program –
Increased Employee Productivity



Employees participating in wellness programs
showed an average 25% improvement in work
performance

Wellness

Benefits of a Corporate Wellness Program – Improved Employee Engagement and Morale



Companies with effective wellness programs reported a 32% increase in employee retention

Wellness

Benefits of a Corporate Wellness Program –
Attracting and Retaining Top Talent



74% of employees consider wellness programs
a key factor when deciding where to work



Terryberry's Engagement Model



A man with glasses and a beard is smiling broadly while sitting at a desk. He is wearing a dark blazer over a light-colored shirt. A white mug is on the desk in front of him. The background is a blurred office setting. The entire image has a blue overlay.

Questions?



We Are Terryberry

Transform employee engagement with
one powerful platform.

terryberry
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A man with glasses and a beard is smiling broadly, sitting at a desk in an office. He is wearing a dark blazer over a light blue shirt. A white mug is on the desk in front of him. The background is slightly blurred, showing other office workers. The entire image is covered with a semi-transparent blue overlay.

Thank You!