

Terms of Engagement

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2017 Hot Topics

Recruitment, Employee Engagement, & Retention intersect

- Attract and reward
- Conditions for engagement
- Engagement Opinions
- Employee Behaviors
- Retain key employees

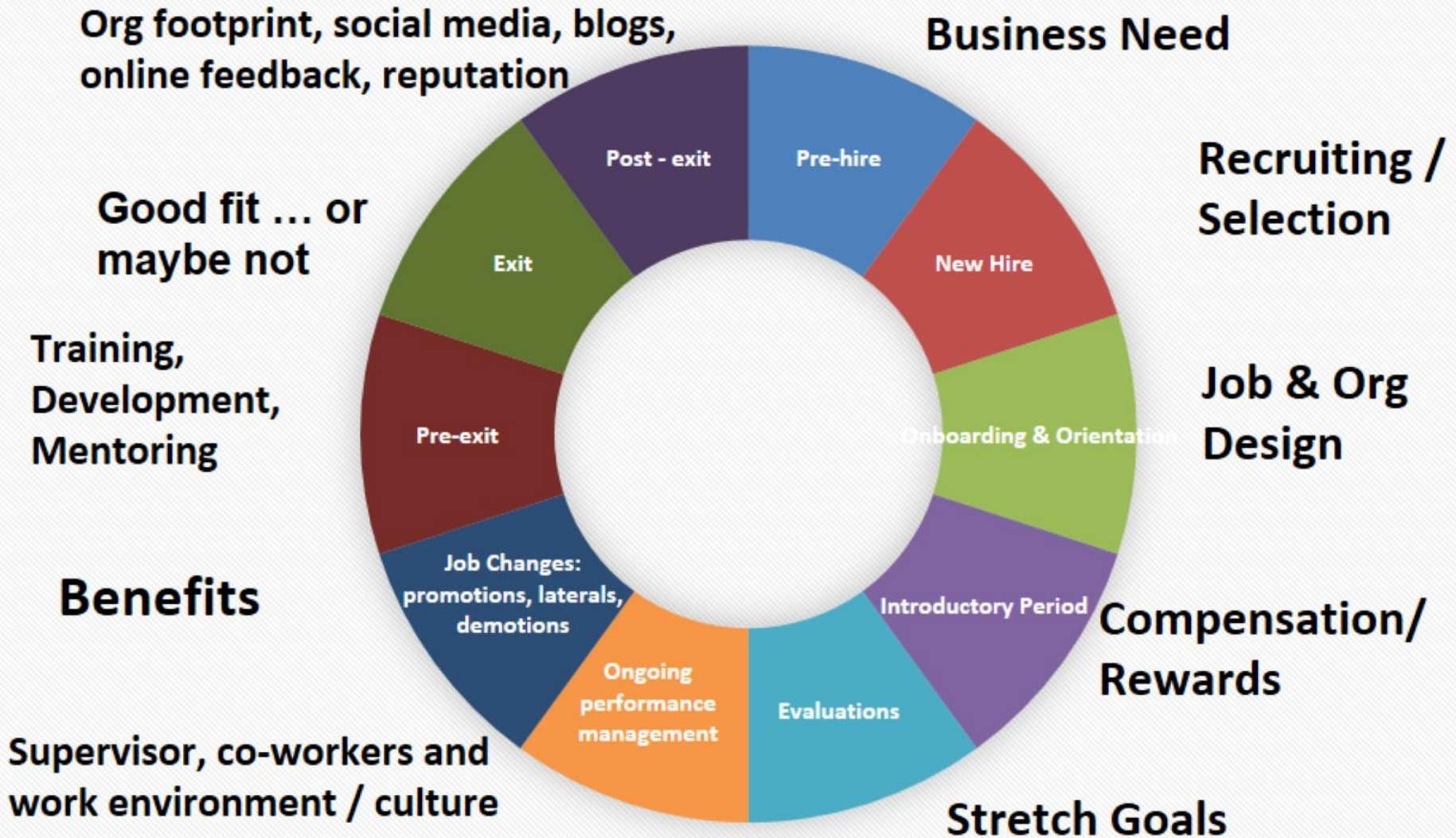


Discussion

What are your current pain points around engagement?



Employment Life Cycle



Where does Employee Engagement start?

Hint ...

It starts before the first day of employment!



Questions to Consider

What is your recruiting strategy & process?

- What's your candidate sourcing?
- Finding skills and abilities?
- Screening?
- Staffing mix?
 - A New Generation
 - Thinking outside of the box!



Recruitment

The war for talent is over and the talent has won!

- Realize talent is your only true differentiator
- Make “our people are our most important asset” more than a cliché
- Acknowledge the new candidate priorities



How does Engagement affect your Business?

- Efficiencies and production
- Process and procedures
- Communication and culture
- Trust and empowerment
- Financial impact



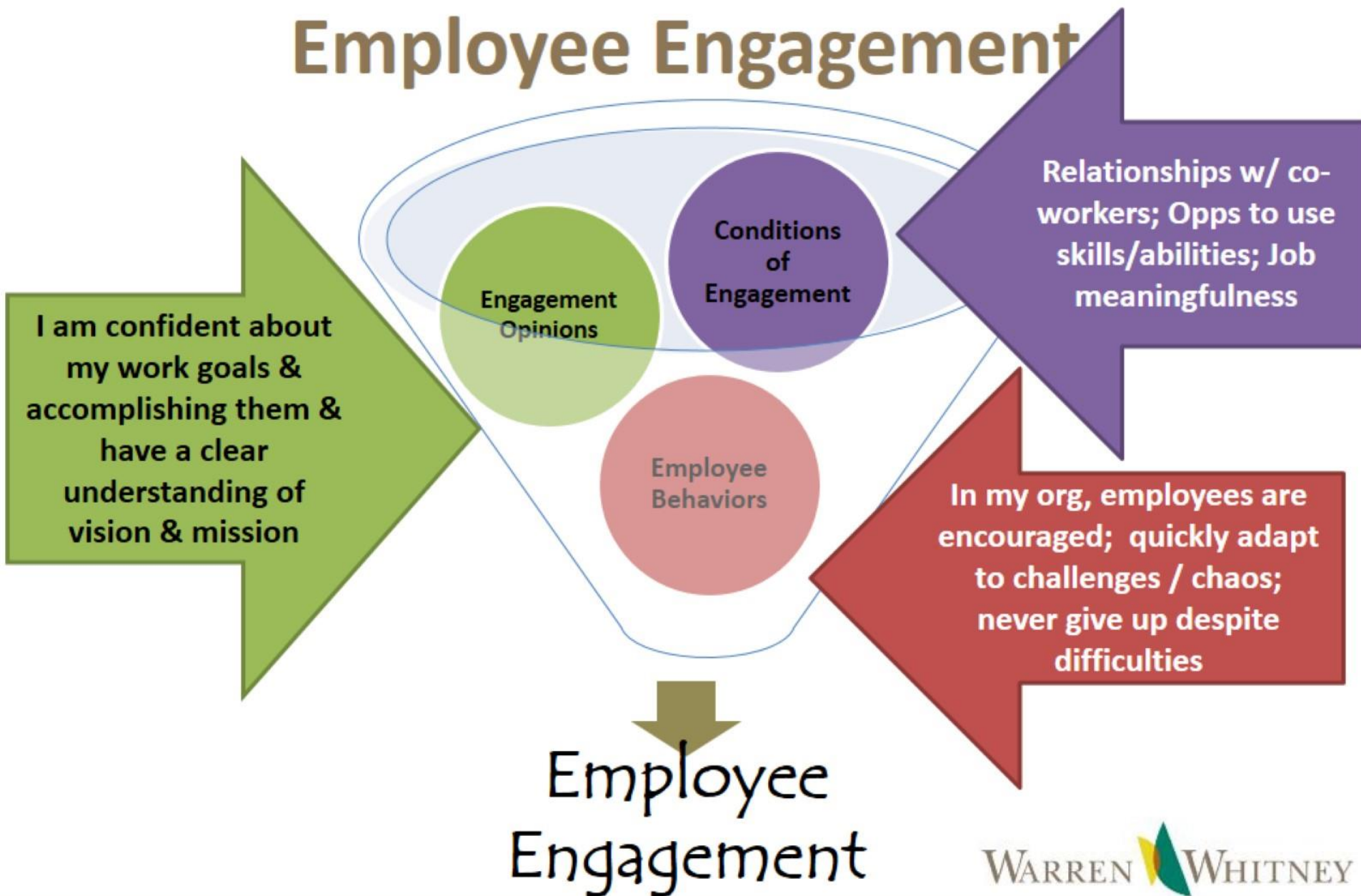
Employees who are engaged in the company, their jobs and each other will have more opportunity to impact the bottom line!

Critical Connections to Engagement

- Communication
- Alignment to mission and vision
- Fairness and respect
- Engagement with co-workers
- Collaborative nature of work
- Establishing the company culture



Employee Engagement



How to Measure Engagement?

- Data – productivity, turnover, attendance (absenteeism, call out, sick time), safety, regulatory compliance
- Management team's effectiveness
- Employee input
 - Focus groups
 - Stay interviews
 - Exit interviews



Top employees are expensive to lose

(1 of 2)



Good
Hiring!

- Retention starts with...
- Certain management styles drive away your best workers
- Top staffers want to know where they stand

Top employees are expen\$ive to lose

(2 of 2)

- Recognizing top workers' contributions is key
- Work / life balance
- Stay and Exit interviews



What's the Objective of your Benefits?

- When recently asked to rank their benefits priorities, most employers (83%) chose retaining employees as their top objective, a new survey reveals, and



- Over half (51%) said that using benefits to retain employees will become even more important in the next 3 to 5 years, reflecting [a tighter labor market](#).

Resource Impact of Engagement

(1 of 2)

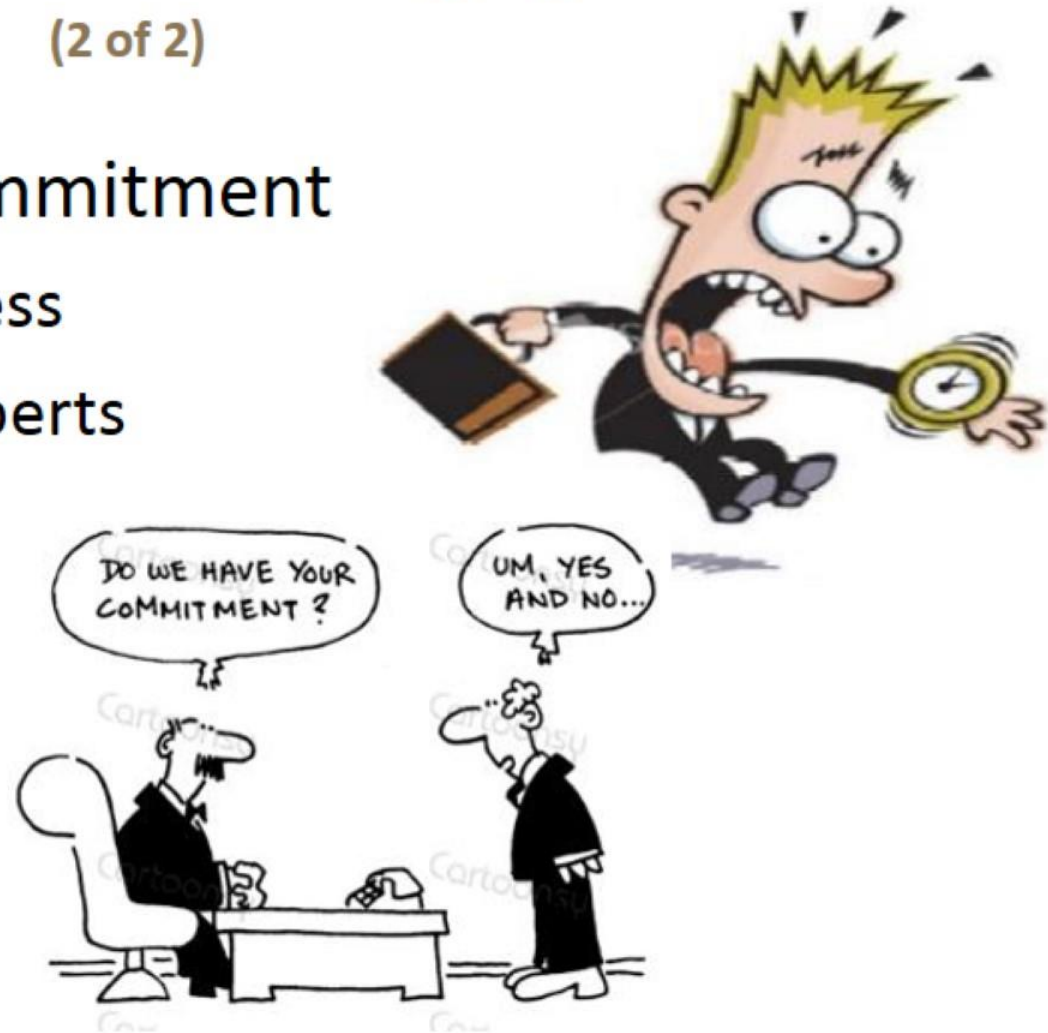
- Total Rewards
 - Base pay increase trends
 - Performance based pay and variable pay
 - Short term incentives
 - Lump sum bonuses
 - Market adjustments
 - Benefits



Resource Impact of Engagement

(2 of 2)

- Time & People Commitment
 - Organization process
 - Subject Matter Experts
 - Program guides
 - Committees
 - Turnover
 - Interviews
 - Recruitment time



Wrap-Up

- What's next? – call to action
- Q&A
- Drawing
- *Thank you!*

