

# Turn Managers

into Employee Engagement Champions  
in **3** Steps

Employee Engagement is **Critical**.

Employees who indicate low engagement levels are **12x more likely to leave** their company in the next year than those with high engagement scores.

(Glint client data)

EXIT >



And it's **Challenging** to Get Right.

**87%**

of organizations cite culture, engagement, and retention as one of their top challenges.

(Deloitte 2015)



Only **7%** of companies rate themselves as "excellent" at measuring and improving employee engagement.

(Deloitte 2015)

Each Team Has its Own Engagement **DNA**

A one-size-fits-all engagement strategy won't work. Managers must take ownership for their teams' engagement levels or risk losing top talent.



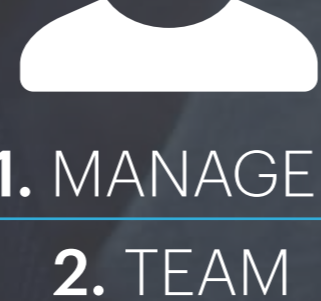
TOP DRIVERS OF ENGAGEMENT CAN **VARY GREATLY BY TEAM**

**Business & Sales**



1. PROSPECTS
2. FEEDBACK
3. RECOGNITION

**Product Support**



1. MANAGER
2. TEAM
3. EXCELLENCE

**Customer Success**



1. EMPOWERMENT
2. TEAM
3. LEADERSHIP

*Glint data from 3 teams at a single organization.*

It's Time for HR to **Hand Over the Keys**.

According to a 2013 Bain & Co. study, in the most successful employee engagement programs, managers—not HR—lead the charge.

## 3 Steps

to Manager-Led Employee Engagement



1

### QUANTIFY

Give them the data



- Gather frequent employee feedback
- Provide team-specific data
- Give managers on-demand access to data

2

### DIAGNOSE

Help them understand



- Highlight focus areas
- Enable drill-down for deeper understanding
- Make prioritization easy

3

### IMPROVE

Encourage action



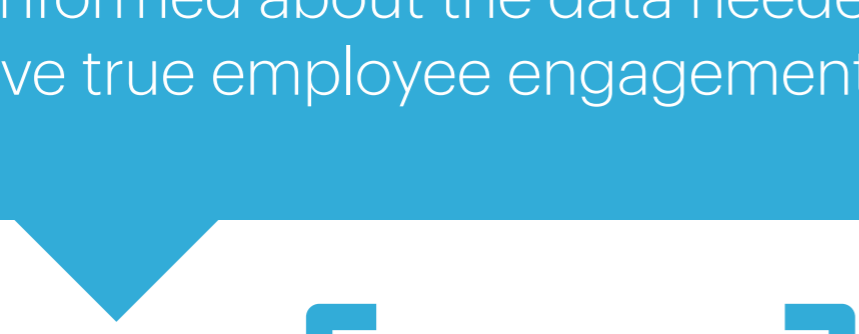
- Use data to fuel conversations
- Collaborate on action plans
- Recognize success



## Get Started

#### Invest in people analytics

Make sure you have resources that are well-informed about the data needed to drive true employee engagement.

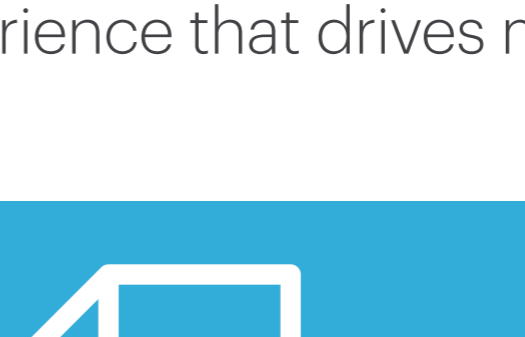


#### Choose a strong technology partner

Partner with a technology provider with sophisticated analytics and a user experience that drives manager adoption.

#### Be transparent

Be open about engagement levels and what they mean for your people. Share results and action plans.



#### Give employees a voice

Involve employees in the process of interpreting the results and developing effective solutions.

#### Support managers in the process

Include engagement metrics in leadership development conversations.

