

Action Planning

Glint's Intelligent Action Planning Technology Empowers Managers to Turn Engagement Insights into Action



Managers are the key to improving employee engagement at any organization. While most managers consider employee engagement to be very important, many report a lack of the time, understanding, or support required to take action to improve engagement.

Glint Action Planning is the industry's most advanced, empowering managers to affect real change in employee engagement. Glint delivers intelligent AI-for-HR™ technology to deliver the intelligent recommendations and timely guidance that managers need to take truly impactful action. This frees your HR teams to focus on coaching and development, resulting in stronger leaders, more engaged employees, and better results.

Glint Action Planning

Empowers Managers

to take timely, impactful action to address engagement challenges

Frees HR

to devote more time and resources to coaching and support

Motivates Employees

who feel listened to and included in the engagement process

Strengthens Business Performance

by cultivating highly engaged teams that are aligned with business strategy

Glint Action Planning removes the roadblocks that prevent managers from taking action, guiding them through the process. The best part? It's seamlessly integrated into the Glint platform.

Focus Each Manager On The Right Issues

Glint automatically identifies each manager's most pressing engagement issues and makes them available immediately after each pulse survey is completed.

- Glint's AI-for-HR™ technology automatically assesses pulse results to generate recommended focus areas for each manager
- Focus areas are generated based on engagement driver scores, factoring in comparisons with the previous pulse, company averages, and external benchmarks, as well as the impact of each driver on engagement outcomes, to recommend personalized action areas for each manager

Build Action-Ready Plans In A Few Clicks

An intuitive, guided framework helps managers build their own concrete Action Plans leveraging learnings from how the best managers engage their teams.

- Suggested tasks provide clear and concise steps that help managers plan and organize their Action Plans for highest impact
- A drag-and-drop interface allows managers to choose, organize, and prioritize by adding suggested tasks or creating their own
- Pre-built actions include interactive self-assessments, team discussion guides, and case studies

Suggested Action Plans View All

- 10 Recognition** Impact: Very High
- 7 Feedback** Impact: High
- 3 Leadership** Impact: Medium

My Actions All + Action

- Help your team make career connections.
- Find a stretch opportunity for each of your team members to help them grow.
- Create a Career Plan or update your existing one.
- Build and strengthen your own Growth Mindset.
- Have a Growth Mindset kick-off session with the team.

66 A 2 vs Jan vs Company Average

Suggested to 22 teams

Great progress!
You've completed 2 of 5 Actions. Keep on effect your hard work has on your scores.
Check out our Resource Library to learn how get awesome at Recognition.

Enhance Understanding With Built-In Content

An extensive resource library helps managers better understand why their recommended focus areas are important and how to improve results in each.

- Contextual data helps managers see the relevance of a focus area and motivates them to take action
- Glint action planning content is sourced from industry best practices and our experience across a wide range of organizations and then organized for learning. Custom content can be added to leverage existing learning content, as well as to reflect company-specific values, initiatives, or strategies
- Links to current content on external sites and LMS systems broaden educational opportunities

Monitor Progress At The Manager And Organization Level

Glint reporting helps managers, as well as the HR team, track progress and make valuable connections.

- Intelligent behavioral design with multiple touch-points helps nudge managers to stay on course and avoid losing momentum
- Advanced reporting for HR teams shows Action Plan focus areas and progress by manager, department, and other demographics, allowing HR to provide support and make more impactful learning investments

Career for My Team (35) Active

Why Career Matters
Glint Staff 3 days ago 3 min

External Resources

- Teresa Amabile TedX talk on The Progress Principle
YouTube 3 days ago
- Want Motivated Employees? Offer Ample Opportunities For Growth
Forbes 6 days ago
- No Career Path, No Retention
YouTube 1 month ago

Action Plans by Team Grouped Ungrouped

Driver	All (3,222)	Product & Technology Development (8)	HR (86)	IT & Facilities (32)	Sales (233)	Marketing (380)	Research & Development (64)
eSat	93%	95%	97%	95%	71%	73%	73%
Prospects	78%	67%	86%	89%	78%	75%	83%
Manager	73%	72%	74%	39%	70%	70%	73%
Team	74%	67%	69%	75%	75%	76%	73%
Leadership	73%	61%	62%	70%	72%	72%	73%
Feedback	72%	61%	72%	39%	69%	74%	66%
Excellence	71%	72%	67%	72%	66%	69%	75%