



EMPLOYEE ENGAGEMENT

What Are You Doing to Cultivate Employee Engagement?

You Can Achieve...

49% lower turnover

37% lower absenteeism

49% fewer safety incidents

18% higher productivity

16% higher profitability¹

According to top-notch research, seventy-one percent of workers are “not engaged” or “actively disengaged” in their work.² What are you doing to keep your employees engaged?

Engaged Employees are Successful Employees Who:

- Play to their strengths and work harder and smarter
- Foster a culture of innovation and productivity
- Create workplaces that attract and retain higher performing talent

CareerCycles' Approach to Employee Engagement is an Invaluable Asset to:

- Complement or replace traditional performance reviews
- Activate insights from an employee engagement survey or performance reviews

- Debrief critical projects and set future learning goals
- Help employees set goals, career path and manage their careers within the organization
- Build happy, loyal and cohesive teams
- Support recruitment, knowledge continuity and organizational change initiatives

CareerCycles' Customizable Program

Comprising three linked or standalone components, CareerCycles' Employee Engagement program engages managers, leaders and employees:

1. Who You Are MATTERS!®: A team-building game experience to help employees and leaders gain clarity about their strengths, assets and possibilities within your organization
2. Feedforward Performance Reviews: Career stories form the foundation of positive, motivating conversations with employees that build alignment and engagement
3. Individual and Executive Coaching: One-on-one training in FeedForward methodology and working directly with employees to maximize impact of career management and performance meetings

¹ Comparison of top and bottom quartile business units.

Harter, J. K., Schmidt, F. L., Hayes, T.L. (2002). Business-Unit-Level Relationship Between Employee Satisfaction, Employee Engagement, and Business Outcomes: A Meta-Analysis. *Journal of Applied Psychology* 2002, Vol.87, No.2

² Gallup, State of the American Workplace, 2013

³ Gallup, Majority of American Workers Not Engaged in Their Jobs, October 28, 2011

1. Playing for Keeps: Who You Are MATTERS!®

Who You Are MATTERS!® is a proprietary team-building game experience. CareerCycles Associates facilitate a discovery process unlike any other assessments and workshops.

The game uses a narrative approach to help leaders and employees get greater clarity about their strengths, preferences, assets, goals and internal career paths.

Employees, working together as a team, are empowered to think, feel and say who they are and what's important to them.

Who You Are MATTERS!® game play includes:

- Facilitation of Who You Are MATTERS!® game play for intact or mixed teams resulting in each participant's substantive Career Statement
- Who You Are MATTERS!® facilitated post-game experience led by a CareerCycles Associate to synthesize individual learning for organizational benefit including employee alignment and workforce planning

2. Feedforward Conversations in the Workplace

According to a leading study on the Feedforward Method³, employees who engaged in a feedforward interview with their manager performed significantly better than employees who received the company's traditional performance appraisal interview.

The Feedforward Method helps employees build and manifest a shared vision that keeps them feeling positive and motivated. This fosters loyalty and creates powerful alignment between your employees and your organization's strategic goals over time.

- CareerCycles' Employee Engagement Program is facilitated by career professionals skilled in the Feedforward Method. Individual employees' career stories are elicited as a positive alternative to traditional performance reviews
- Professional development and training for all leaders and managers in the Feedforward method to build skill and confidence in leading positive, motivating conversations with employees to build engagement

3. Individual and Executive Coaching

- One-on-one Individual and Executive Coaching to support managers and individual contributors (typically delivered in a package of 2-3 sessions)
- Executive Coaching for managers to support their Feedforward conversations, may include career pathing and support for workplace planning and change
- Individual Coaching with employees to help them establish alignment between their own and the organization's goals, may lead to mentoring and job shadowing

³ Budworth, M-H., Latham, G.P., Manroop, L. (in press). A field test of the Feedforward Interview

Contact CareerCycles today to discuss your needs & challenges and build a solution specifically for you.

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