

Employerbility

Our Approach to Employee Engagement



What we do

As specialists in Engagement, Employerbility believes organisations need to embark on an employee led engagement journey to deliver sustainable results for individuals, leaders and your organisation. For most organisations, the starting point is an engagement survey and this is a great way to start to build your engagement strategy. We believe each engagement survey should be designed for an organisation with content developed specifically for our clients. We draw on global thought leadership within the field including the Corporate Leadership Council, Gallup and Aon Hewitt to deliver a simple and localised employee engagement model that focuses on driving employee led engagement from the ground up. Survey questions are designed based on this thinking as a foundation and then tailored to meet organisation and industry specific outcomes. Once your survey is complete, we can then assist you to unpack the findings to ensure that a clear action plan is implemented to properly leverage your survey results.

What is Employee Engagement?

We leverage the simple definition of employee engagement as ‘the extent to which employees commit to something or someone in their organisation, how hard they work & how long they stay as a result of that commitment’¹

We do, however, encourage organisations to develop their own local simple definition so all stakeholders are clear about what engagement means within their organisation.

How do Employees Engage in the Workplace?

As the nature of work has evolved through time from physical to now more mental and emotional, so too must our approach to driving employee engagement. Utilising neuroscience and global research we have developed the following model that talks to sustainable and holistic engagement outcomes. The 4 dimensions of Sustainable Engagement include a focus on physical, emotional, mental and spiritual engagement levels.

The 4 dimensions of Sustainable Engagement



¹ Corporate Leadership Council (2004). Driving performance and retention through employee engagement. Washington, DC : Corporate Executive Board

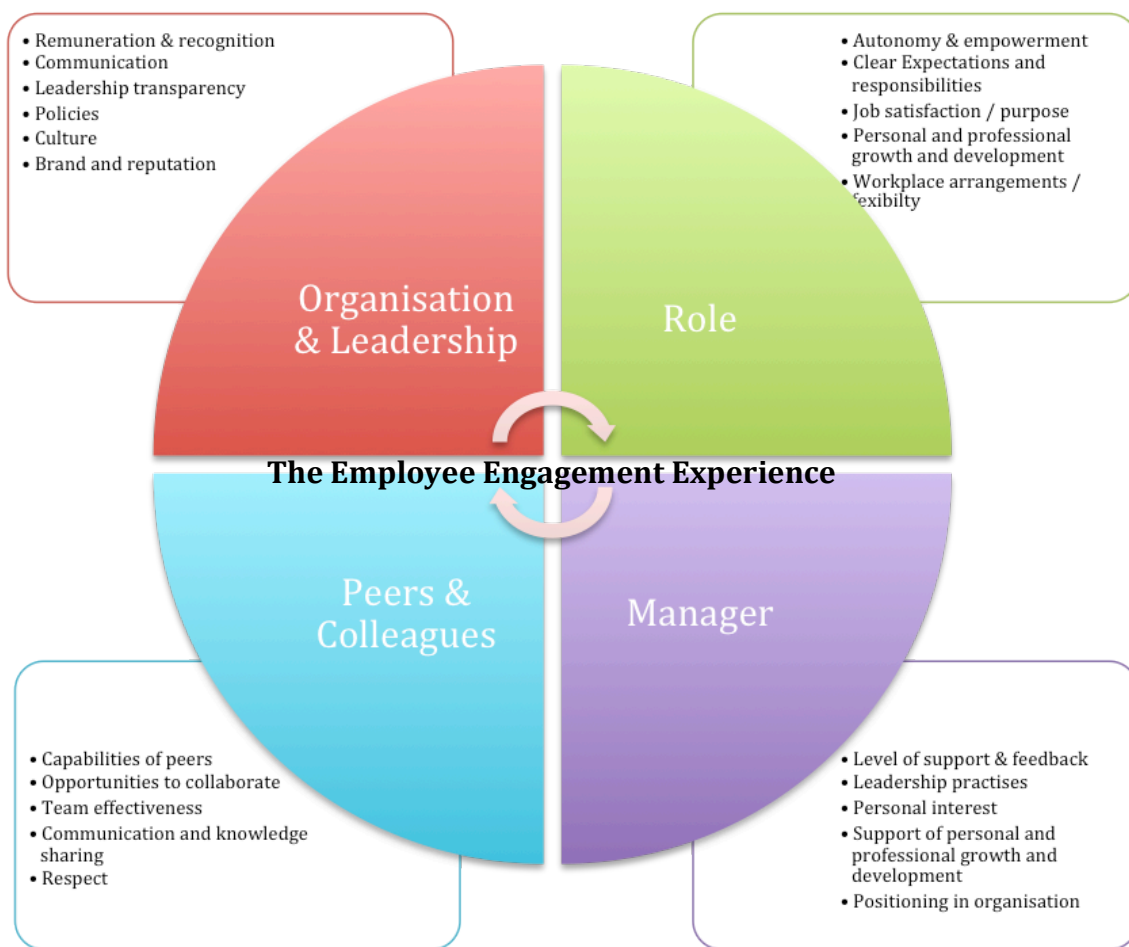
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The Employee Engagement Experience - Drivers of Employee Engagement

To gain further insight into the drivers of engagement we look at the workplace experience from the employees' perspective. The workplace experience or what employees engage with can be broken down into 4 key areas of focus outlined below. This model is used both in the survey design and analysis of results to ensure a clear picture of how the workplace experience is perceived in the organisation.



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How We Can Help You

We have helped lots of Australian organisations, leaders and individuals increase their engagement experience and drive sustainable behavior change through increased ownership, clarity and belief in the engagement experience. If you are looking for some support in interpreting or communicating survey results, drive sustainable change through leader education and action planning we can support you and your team to do this in a way that will empower everyone in your organisation.