

## Who cares about Engagement? You should.

Employee engagement is a person’s psychological connection to their job and organization. Employees with a high engagement level do their best work, provide the greatest service to customers, and are energetic and enthusiastic. Highly engaged employees make a positive difference to all parts of the organization: their team, the culture, their customers and your positive bottom line.

If engagement is so important, it’s critical to assess how your employees are doing. Leading Edge will support you through a simple process that will educate you on the latest research on workplace engagement, prepare your organization for the assessment, launch an online survey, and walk you through the results. You’ll emerge with an accurate *engagement pulse* of your key resources: your employees.

Once we have the data, we facilitate your leaders in developing a plan to address the most critical factors impacting engagement. We even provide communications so that you can share the data and action plan with your employees.

## What can an Employee Engagement Survey do for your company?

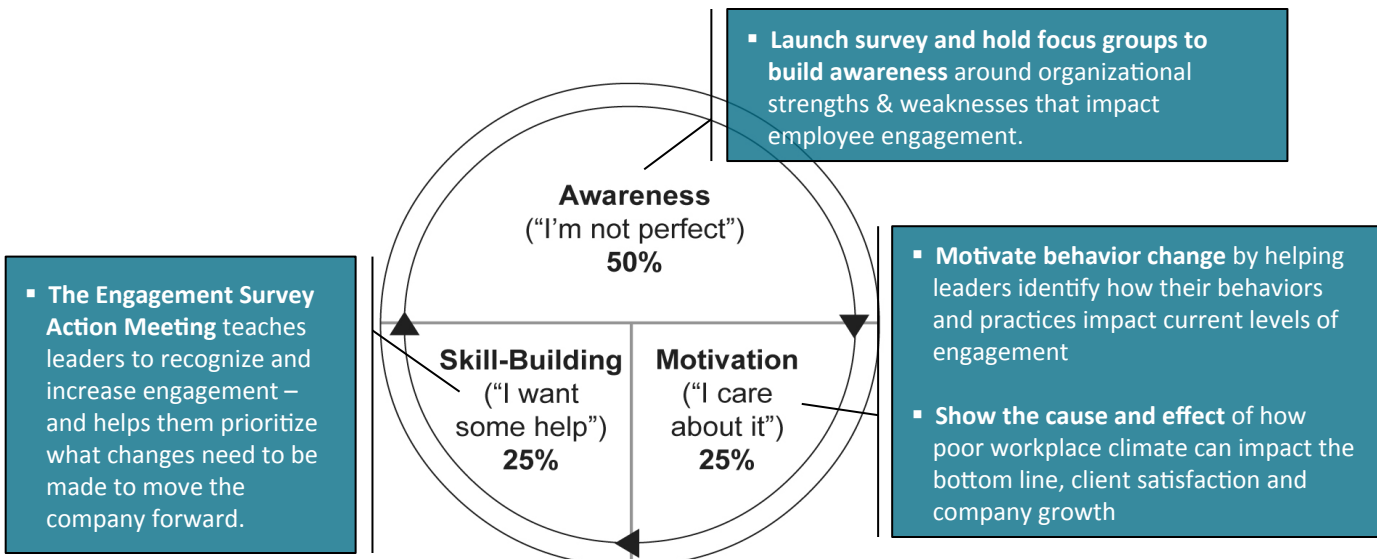
- Research shows that those organizations that check in on what’s supporting and getting in the way of engagement **yield higher profits** than those that don’t.
- An engagement process works to get your **leaders demonstrating key behaviors** that support engagement.
- You’ll better **define and shape the culture** you want to have.

**“Leading Edge has managed our EE process for three cycles. They have taught our execs and leaders the critical focus on engagement and why it matters. Their work with us has made our culture stronger, which has translated to higher performance and a stronger business – by people and profits. They are trusted colleagues.”**

**- Amanda Daniel, VP, Human Resources NA & Corp Organizational Development**

## How Organizations Develop\*

**It all starts with building awareness around what’s going well, and what’s getting in the way.** The best way to build awareness is through a safe, confidential survey. Asking the right questions will help you to pinpoint what you need to do more of, less of, or differently in your organization. Leading Edge can help with tact, humor, and a plan that will move your company forward.



## Additional Employee Engagement Services

- **Leader Preparation:** We work with senior leaders to teach the benefits of engagement, clarify their role, and guide them through the engagement process.
- **Organization Preparation:** Create a communication plan, and draft emails and memos that will prepare your organization for the survey process.
- **Survey Design and Management:** We have led U.S.-based engagement surveys and surveys that have been implemented world-wide. Our surveys are online and can be translated into any languages. We have the research and experience that will make the process easy and (dare we say), engaging.
- **Project Management:** Our Project Managers are amazing! They will build relationships with you, your HR team, and your leaders – guiding them through the process and managing issues and concerns.
- **Data Analysis and Action Planning:** This piece sets us apart from our competitors. We help you digest and actually do something with the survey data.
- **Leadership and Management Training.** Frequently, the survey will pinpoint manager behaviors and skill deficiencies. We can deliver the engaging training that we're known for – incorporating best practices, interactive learning, and hilarious improvisational scenes that bring the learning alive.

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## Representative Engagement Experiences:



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## For more information, please contact:

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