

# Employee Engagement

## Building a Business Case

### Defining Employee Engagement

- the mutual commitment between the company and the employee
- unlocking employee potential to drive high performance resulting in the capture of discretionary effort (the above and beyond effort)

### Employee Engagement is about...

Capturing your employees' heads



and their hearts!

## The Scary Part...



35% of U.S workers said they'd willingly forgo a substantial pay raise to see their direct supervisor fired



70% of your employees are either disengaged or actively disengaged



Bad managers are creating active disengagement costing the U.S. alone an estimated \$450 billion annually

## But there is HOPE!

87% of C-Suite Executives recognize that disengaged employees are among the biggest threats to their businesses



The #1 way for leaders to build trust is to care about their employees

#1

Engaged Employers focus on purpose and values and outperform competitors by 6 times

