

GROWTH PLAN



AREAS FOR GROWTH:

- Retention
- Engagement
- Productivity

Based on your Health Check, we've identified **engagement** as an area for growth at your company.

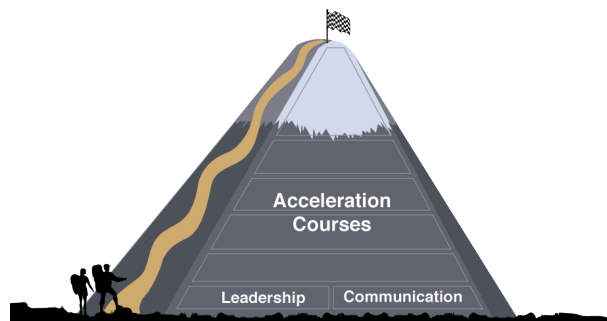
Why does engagement matter? There is a well-established connection between employee engagement and key performance outcomes:

- Customer Ratings
- Profitability
- Productivity
- Turnover
- Absenteeism
- Safety Incidents
- Shrinkage (theft)
- Quality (defects)

RECOMMENDATIONS FOR YOUR COMPANY:

- Deploy a specific, relevant, and actionable employee engagement survey.
- Meet as a leadership team to discuss employee engagement. Why is this an issue for the company's long-term success?
- Employee engagement starts at the management level. Commit to equipping your managers to address and improve employee engagement. Your managers account for 70% of the variance in employee engagement.
- Develop your managers with the following **7 Leadership Essentials courses** (recommended to be taken in this order). **Delivery options:** Classroom, online, or blended.

- *Essential Skills of Communicating*
- *Essential Skills of Leadership*
- *Developing Performance Goals & Standards*
- *Managing Complaints*
- *Improving Work Habits*
- *Resolving Conflicts*
- *Effective Discipline*



- After these 7 Leadership Essentials courses, empower your managers to motivate with the **Motivating Team Members** course.
- How can your managers, VPs, and C-level leaders “walk the walk,” be more open, transparent, and honest? These cultural shifts can improve engagement.

GROWTH PLAN, CONTINUED

- Meet with the management team(s). Set S.M.A.R.T. goals across different levels of the organization. Each goal should have one “owner” who is responsible for the outcome.
- Encourage your managers to say “thank you” more often to their team.
- Schedule an out of the office volunteer day or fun activity. Try to integrate different levels of the company so people don’t just hang out in their “bubbles.”
- Retake the employee engagement survey. Did the results improve?

Want help? Think of us as your turnkey solution to leadership and management training. That’s one less thing on your “to do” list!

Contact the Vital Learning partner who sent you this Health Check to schedule a Growth Plan call!