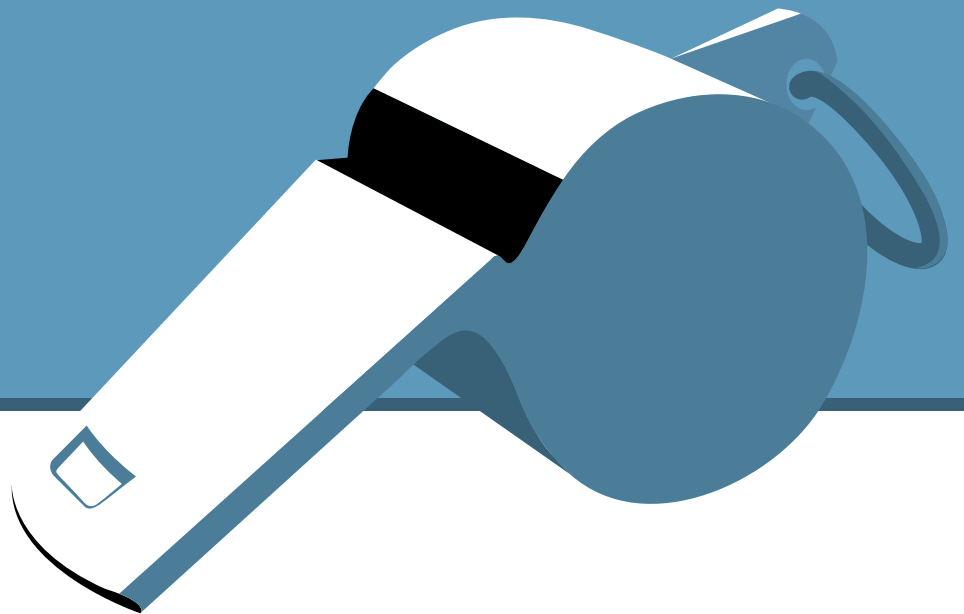


How to whip your engagement program into shape.

A gameplan for HR Managers



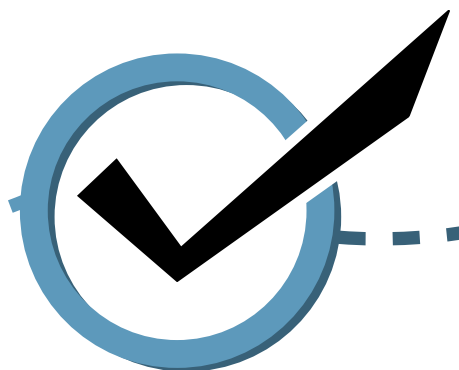
Once the data is in, it may seem like HR's role is largely complete. Not true! In fact this is when much of the heavy lifting really begins. Sure there was a lot of work involved in designing the survey, getting support, communicating, and encouraging participation. But the real impact starts once the results have been communicated. While HR is not the one making the actual changes, HR should be seen as a coach or fitness trainer. HR's focus should be on getting people to see the need for change, helping to set priorities and goals, and motivating and encouraging them to make change happen.



“HR should be seen as a coach or fitness trainer.”

HR as a Fitness Coach

- Help managers see the need to change
- Help managers to live up to their good intentions
- Help managers understand the process and their results
- Set goals
- Clarify where to focus their efforts
- Make managers accountable
- Motivate managers to want to make the change and to stay focused on their efforts



The Game Plan

Motivate

Inspire others to make changes

- Show how results relate to goals and business value
- Make efforts and progress public

Advise

Focus on priorities

- Help others interpret results
- Provide guidance on the process

Facilitate

Enable & Enhance Change Efforts

- Share success stories
- Demonstrate how to incorporate changes into existing plans

Set Goals

Define metrics and accountability

- Identify milestones
- Have regular reviews and updates





TemboStatus is all-in-one employee engagement software for HR professionals. We take you beyond survey results and recommendations and offer the actual tactics you need to move the needle on engagement.

Let us help you do the right things. Talk to a **TemboStatus** expert about your program and discover how you can measure and reduce disengagement costs in 90 days with a solution that fits your current budget.

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