



**Tactical Skills  
for the Growing Business**

# Employee Success Planning 2020

Megan Marini  
Employee Engagement  
Unlocking Employee Potential

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## Megan Marini

As a Certified Corporate Trainer, Megan Marini applies adult learning theory to unlock hidden drives, remove friction, and build high-performing teams.

Megan's expertise in leadership and communication helps raise the energy, improve productivity, and attract and retain top talent in leading companies.

# What is Engagement?



# ENGAGEMENT

It's not about happiness.

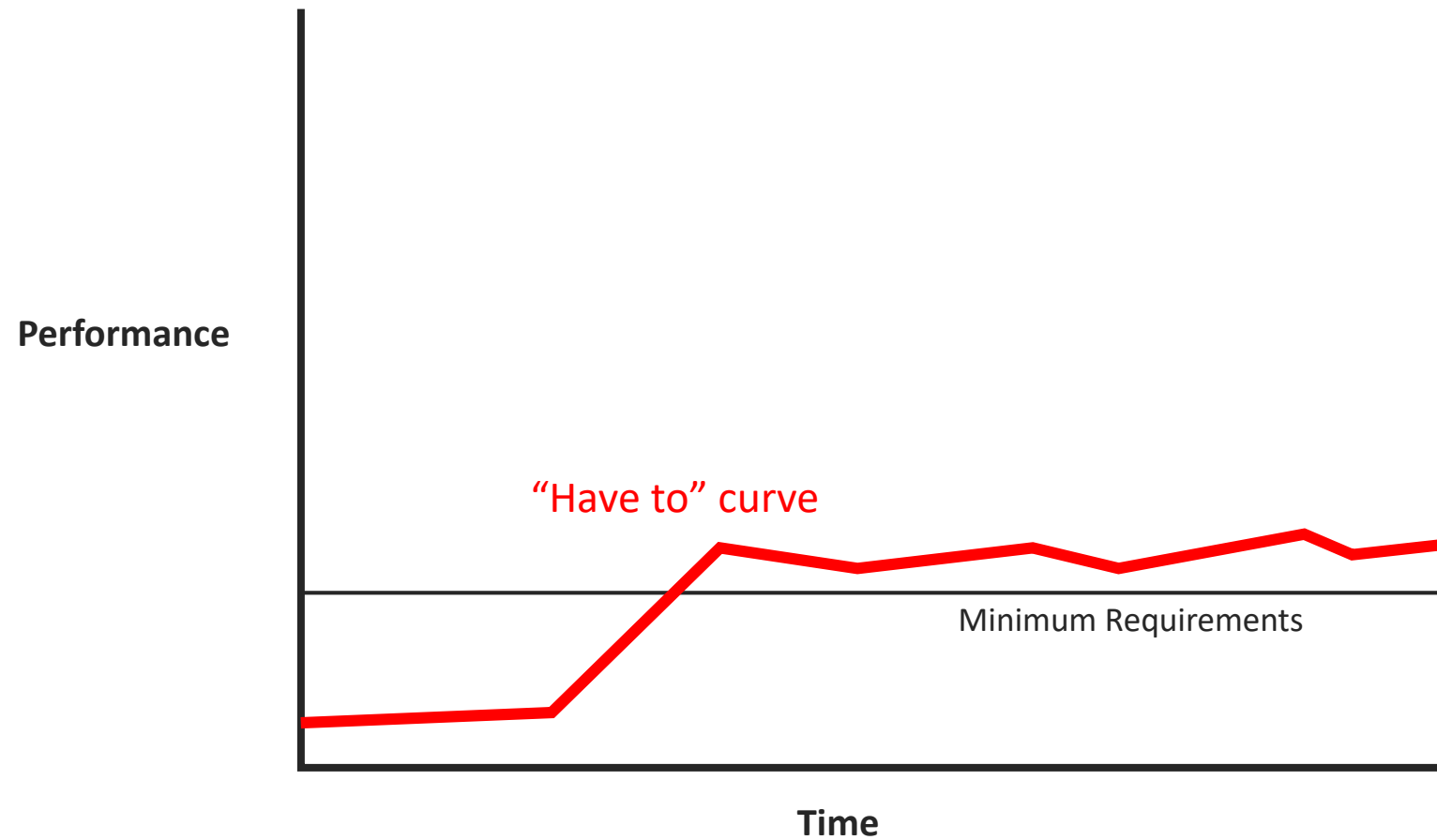




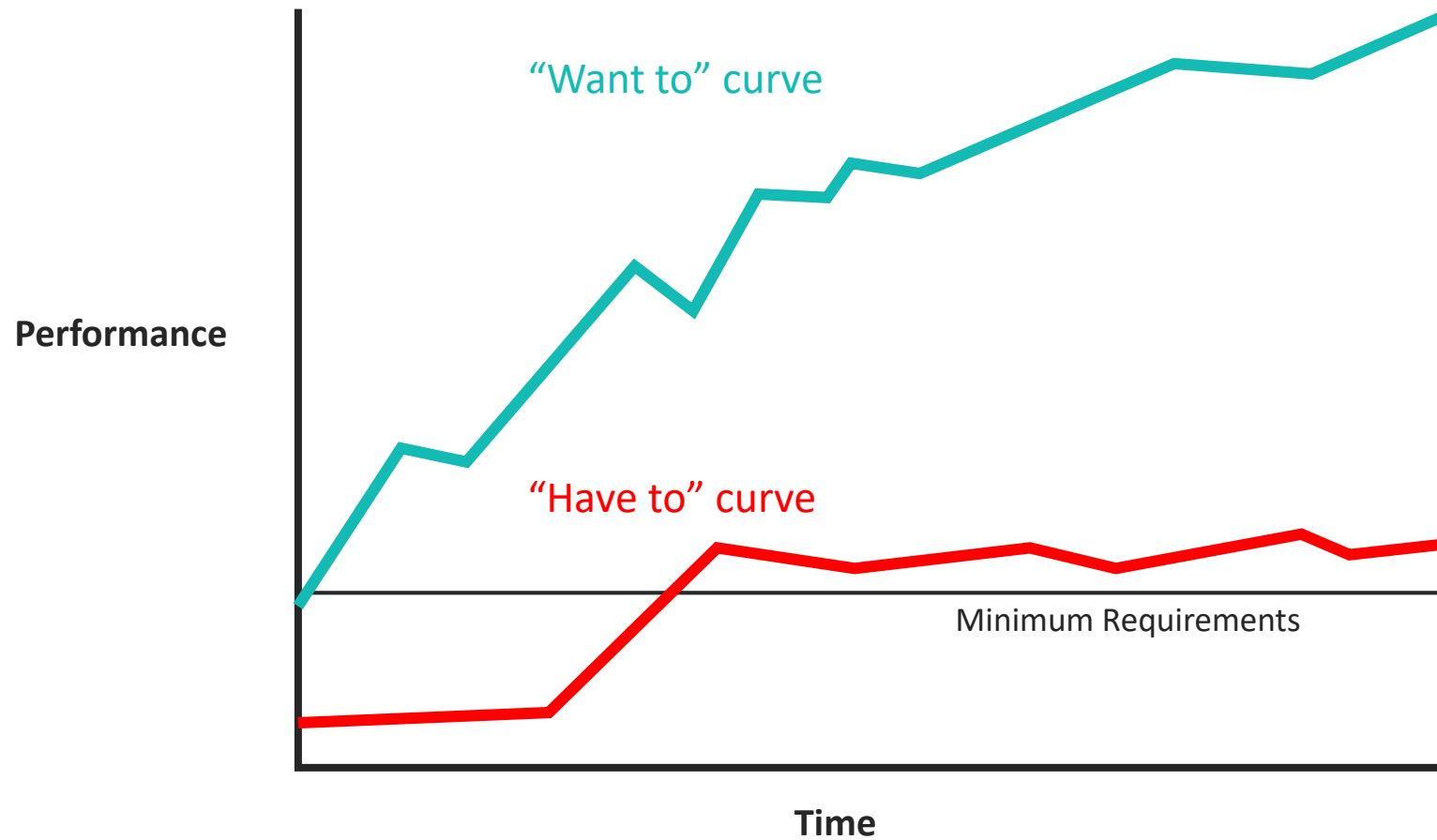
# ENGAGEMENT

The emotional commitment  
to the company and its goals.

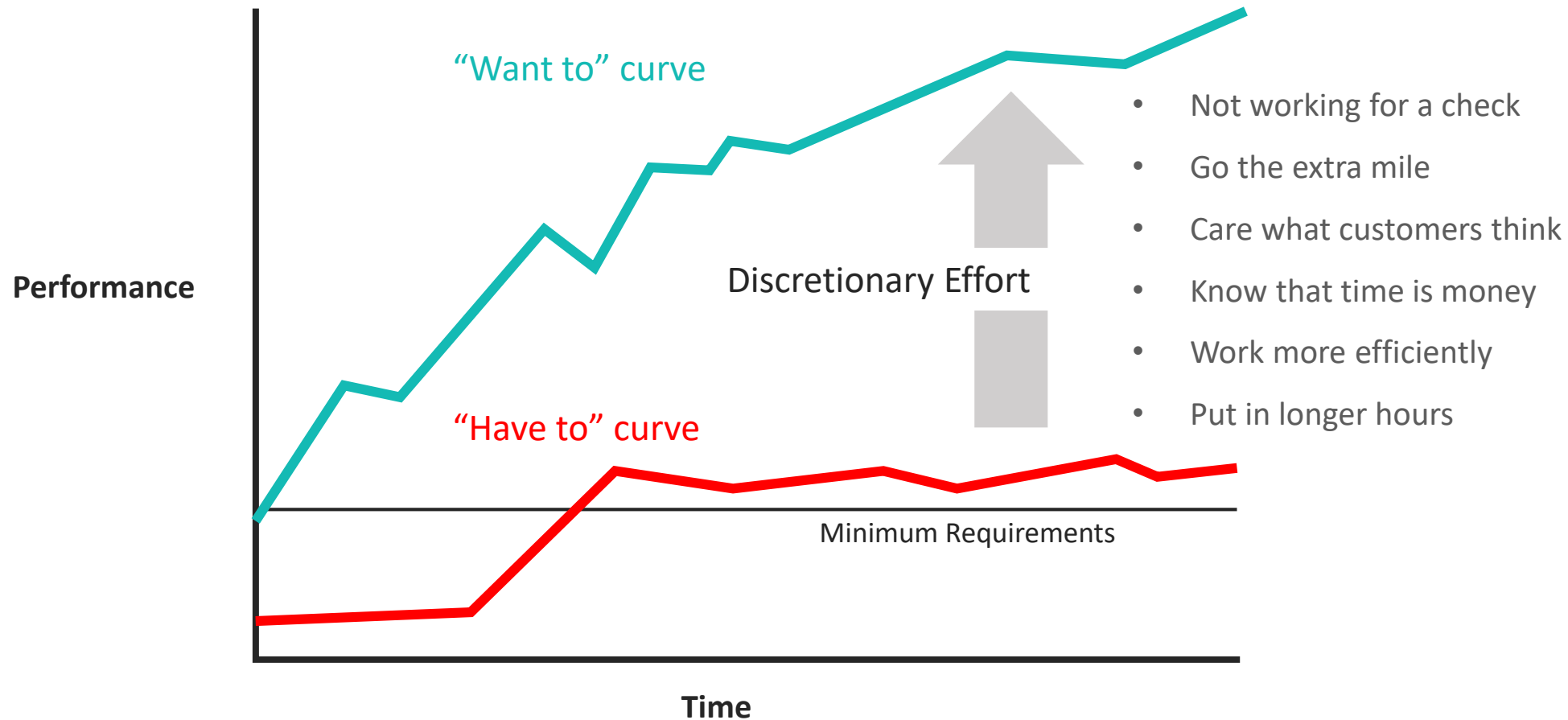
# Discretionary Effort



# Discretionary Effort



# Discretionary Effort





# Engaged companies...

See a **6% higher** net profit margins (Towers Perrin)

Receive **5X higher** shareholder returns across five years (Kenexa)

## When people are engaged

**37%** lower absenteeism

**25%** lower turnover (in high-turnover organizations)

**65%** lower turnover (in low-turnover organizations)

**28%** less shrinkage

**48%** fewer safety incidents

**41%** fewer patient safety incidents

**41%** fewer quality incidents (defects)

**10%** higher customer metrics

**21%** higher productivity

**22%** higher profitability

# The Problem is Real

**ONLY**  
**55%** of companies have a  
strategy to fix  
**engagement**  
**problems.**

# The Problem is **Very** Real

**98%** of CEO's don't  
pay attention to  
**engagement  
data.**

# Are Your People Engaged?

# Group versus the Individual

Real changes in Engagement occur at the person  
and group levels.

**Measure Global – Act Local**



# Decoding Engagement



# Work Environment Pressures



Job Fit



Manager Impact



Team Dynamics



Culture



WORK ENVIRONMENT PRESSURE

# Job Fit



JOB FIT

# Disengagement Forces

Misalignment between **natural tendencies** and key responsibilities of the job



# The Job

Sales Hunter



- Quick to connect with people
- Natural juggler
- Goal orientation
- Risk tolerance
- Self driven





# Heather

Sales Hunter



- Seeks results
- Likes perfection
- “Tasks” over “people”
- Slower to connect



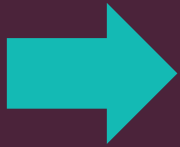


WORK ENVIRONMENT PRESSURE

# Manager Impact



MANAGER IMPACT



# Disengagement Forces



Misalignment between manager and self

~~**“Do unto others as you would have  
them do unto you”**~~

# Allan

Head of Sales

- Needs Feedback
- Opportunity to influence
- People connection





# Mark

New CEO

- **Direct**
- **Data-oriented**
- **Operationally focused**



# **Employees' needs come first.**

It is important for a manager to understand the needs of their employees based on their behavioral drives.



# Team Dynamics



TEAM DYNAMICS

# Disengagement Forces

Being unlike the **team**



# Daniel

President, The Predictive Index

- **Driven, dominant**
- **Reserved**
- **Fast-paced, intense**
- **Formal, established rules**





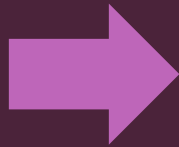


WORK ENVIRONMENT PRESSURE

# Culture



CULTURE



# Disengagement Forces



Feeling like what the culture expects of you isn't who you really are.





# QUESTION FOR YOU...

What do you think has the biggest impact on engagement?



Job Fit



Manager Impact



Team Dynamics



Culture



Disengaged employees cost the US  
**\$90 BILLION** **PER YEAR**

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An additional **\$11 billion** is lost annually due to  
**employee turnover.**

**Fixing the engagement problem is  
possible when you understand  
behavior.**

# Let's talk business goals.



**Jot down the people you  
have in place to achieve the goals?**

**Are there any gaps in  
skills that they need to achieve  
targets?**

**What trainings can you  
provide to meet those needs?**

**Let's Connect!**

**[Linkedin.com/in/meganmarini/](https://www.linkedin.com/in/meganmarini/)**



# ANY FINAL QUESTIONS



Megan Marini

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Unlocking Employee Potential

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# Thank You!



**BUSINESS FUNDAMENTALS  
BOOTCAMP**

Tactical Skills  
for the Growing Business



The logo is a blue rectangular stamp with a distressed, hand-painted texture. It is tilted upwards from left to right. The words "BUSINESS FUNDAMENTALS" are written in a bold, yellow, sans-serif font at the top of the stamp. Below them, the word "BOOTCAMP" is written in a larger, bold, white, sans-serif font.

# **BUSINESS FUNDAMENTALS BOOTCAMP**

**Tactical Skills  
for the Growing Business**