

Building Engagement

The LRSA Year Ahead Conference, May 2016

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Building Engagement

“Employee Engagement is about how we create the conditions in which employees offer more of their capability and potential”

David MacLeod, Co-Chair of Engagement Task Force

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- Twice the net profit
- 2½ times revenue growth
- 12% higher customer advocacy
- 18% higher productivity
- More innovation 59% v 3%
- 40% lower turnover
- 35% less downtime
- 38% fewer accidents
- Sickness absence halved

Source: engageforsuccess.org

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The UK

- Only one third actively engaged
- 20 million workers not delivering full capability
- 64% have more to offer
- Productivity 20% lower than G7 average

Source: engageforsuccess.org

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Principles

- Trust
- Integrity
- Two way commitment and communication

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The “Four Enablers”

- Visible Leadership
- Engaging Managers
- Employee Voice
- Integrity

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- Visible, empowering leadership providing a strong strategic narrative about the organisation, where it's come from and where it's going

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- Engaging managers who focus their people and give them scope, treat their people as individuals and coach and stretch their people.

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- Employee Voice - employees are involved, listened to and invited to contribute. They are seen not as the problem, rather central to the solution

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- Organisational Integrity - the values on the wall are reflected in day-to-day behaviours

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Is there a "Fifth Enabler"

- "Person-Job fit"
- Round pegs in round holes

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Starting a conversation: how engaged are we?

- My organisation?
- My team?
- Me?

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Remember Einstein's definition of insanity:

"...doing the same thing over and over again and expecting different results"

What are you going to do differently?

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Thank you

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