

Importance of Engagement

Research shows that overall, global corporate engagement could be better, and it is the last bit of capital that we can leverage. If we increase employee engagement, we will increase the company's performance. The formula below shows how interventions to increase engagement translate into company performance and individual well-being, and create High-performing teams

EXP = Executives' performance

EMP = Employees' performance

CP = Company performance

Σ = sum of / all

$$\Sigma (\text{EXP}) + \Sigma (\text{EMP}) = \text{CP}$$

(Sum of performance of senior executives + sum of the performance of employees = performance of the company)

Exploring Engagement

"Adding a Variable" such as "corporate engagement". Let's use "e" as engagement.

Total Performance is $\Sigma e(\text{EXP}) + \Sigma e(\text{EMP}) = \text{CP}.$

If the lack of engagement is diluting performance, how do we improve engagement?

Leverage:

Imagine how the company's performance would improve – if we turned the "+" to an "X" in the formula!

We can do this by improving:

- Leadership skills
- Well-being
- Attrition
- Team relatedness / Autonomy/development culture
- Develop coaching leaders
- Culture and Trust
- Developing and motivating staff
- Psychological safety

- Improving D&I
- Focusing on the “employees.”
- Hybrid flexible working

When any of the above is less than 100%, the result is a “financial” drag on our organisations, impacting our companies and communities.

Notes