



Engage

For better business performance

The app that employee engagement has
been waiting for

Call: +44 (0) 7972 152548

Visit: www.theengagementworks.co.uk



Engage to make a big difference

Engage to deliver better business performance

Engage is the next-generation employee engagement app:



Engage to make a big difference

Against the backdrop of increasingly demanding business challenges, the case for engaging your people in achieving your organisation's goals has never been stronger.

Thankfully, as more and more employees become avid and empowered social media users, and anytime/anywhere mobile connectivity is a given, there's a powerful new way to move the engagement needle: employee engagement apps.

The challenge is to harness the technology to create crystal clarity about the things that matter to your organisation and your people – and avoid adding to the clutter of information in our working lives.

That's where Engage comes in. A highly interactive employee engagement app, Engage delivers the insights, information and intelligence you need to engage your people – direct to your laptop, desktop or smart device and all in real time.

Engage in summary



Create greater focus

Easily track how well your people really understand your key messages, by role, function, site, etc. over time, so you know where you are getting through and where you are not



Connect more effectively

Simply tune in to what your people are actually talking about via our innovative 'word on the street' informatics to help you position your communications and align your stakeholders



Monitor the mood

Get up-to-the-minute insights on how your people feel, for example as your change programme gathers pace, to enable you to address the hotspots



Make better decisions

Harness concrete data to quickly and accurately target your activities, human resources and budget in real time - not when it is all too late



Drive direct feedback

Hear about the challenges at the coalface and recommendations for improvement, openly, honestly and without being edited through the ranks, so you can choose the action to take



Recognise excellence

Use the intelligence that Engage delivers to thank your and / or reward colleagues, highlight best practice and reinforce the behaviours that you want to see in your business

Engage features



Easy to set up and use

- Cloud and mobile based so no hardware outlay required
- Intuitive mobile screens for users to provide candid views and indicate current mood
- Emojis to give users a quick, fun way to record their mood and give feedback
- Configurable, user-friendly filters help you decide how to view and drill into data
- Access anytime, anywhere through your mobile device, laptop or desktop



Engaging and rewarding

- A direct line to leaders to ensure their voice is heard
- Gamification linked to Sense Check test feature
- Graphics to help you spot when engagement drops and / or discontent rises
- Valuable insights to help motivate and communicate with your top talent
- Leader boards to recognise engaged employees and teams



Data and Analytics

- Real-time stock exchange-style indices show engagement over time and
- Instant results help you pinpoint areas of high and low engagement
- Anonymity option for those who don't want to be identified but still want to give valuable feedback
- Mood Cloud informatics provide instant picture of top employee concerns and organisational mood on each
- Full report of all responses so you can dig into the detail

Engage in a scenario...Engage and retain top talent

Every organisation has a talent pool it has invested heavily to build. Engage can help you motivate your leaders of tomorrow by getting them involved in the hot topics of today:

- Invite specific colleagues to participate, irrespective of geography or time zone
- Create a community people aspire to be part of
- Track the motivation of this critical audience
- Compare their thoughts and feelings with sentiment in the rest of the business
- Give them opportunities to shape the future



Engage in a scenario...Are your messages getting through?

Whether you want to ensure your global communication campaign is making an impact in every corner of your world, or that your conference messages flew off the stage and landed successfully in the business, or that your change programme is delivering, Engage can help:

- Track engagement across the organisation and by role, business unit, function, site, country, length of service etc.
- Identify areas with highly engaged employees so you can learn from what's going well
- Measure how well people understand, retain and act on messages – before and after a comms activity such as a conference or change programme
- Identify your most successful activities and those that fall flat so you can do more of what works and ditch what doesn't
- Target your resources to maximise return on investment in employee engagement



Engage in a scenario...Tune into what people are really talking about

The gap between the corporate agenda and what is really going on in the business needs to be understood and closed if your organisation is to achieve its full potential. Engage can help you by providing up-to-the-minute insights in innovative informatics:

- Check out the 'word on the street'. What's really being said at the watercooler and the canteen line?
- Gain valuable insights into the mood of the organisation
- Get the real story – nothing gets lost or sanitised as it goes up through the ranks
- Drive up trust and transparency
- Provide a direct line to leaders
- Demonstrate that you are listening and learning



Engage in a scenario...Traditional employee surveys with a turbo twist

Traditional employee surveys have previously earned a reputation as being long winded and time consuming; not just to create and publish, but also receive feedback and gain timely insights.

Thanks to the digital revolution, what previously could take many months, can now easily be achieved in near real-time. Here at Engage, our approach to surveys is to use positive statements, or affirmations, for participants to show alignment with by awarding between 1 and 4 stars.

Our survey features are:

- Included in the monthly subscription fee
- Quick and easy to use for both administrators and participants
- Targeted to employees by demographic
- Providing real-time and insightful analytics at your fingertips



Professional support services

Engage is highly intuitive, simple to set up, easy to deploy and can be managed in-house – however everyone is busy.

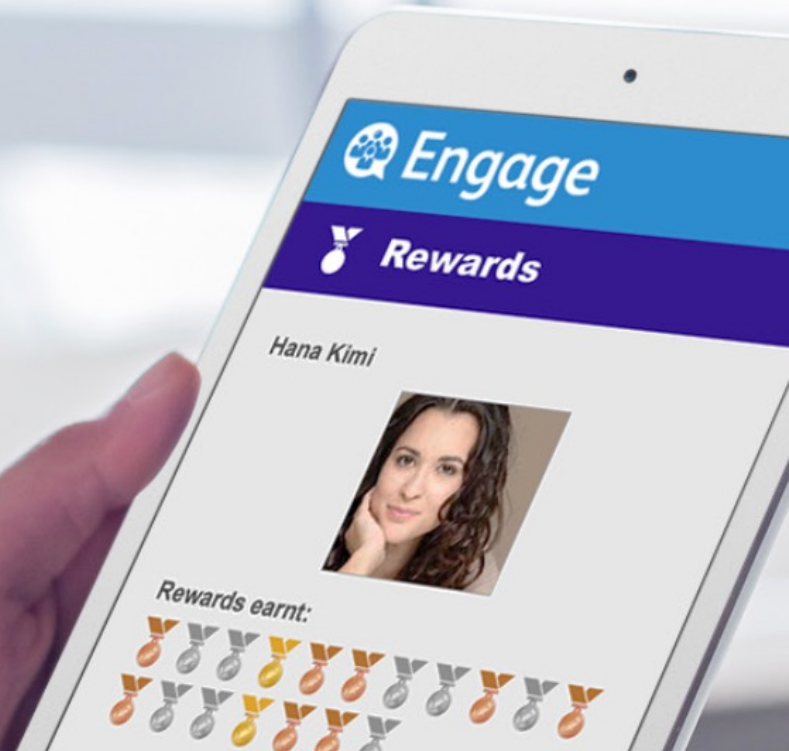
Therefore, we offer a range of professional services:

- Best practice launch support
- Campaign design and execution
- Listen, Observe and Highlight rising topics of concern in the Workplace
- Executive Summaries and Reporting
- Drive up Engagement
- Multi-media messaging for maximum engagement



Make knowledge rewarding

- 🧠 Send push notifications to share the latest info
- 🧠 Recognise and reward the right behaviours
- 🧠 Make 'being in the know' fun



Engage with experience



Axiom Communications

Since 1996, Axiom has been helping top companies worldwide engage and motivate their people to maximise business performance.

Axiom is led by Chris Carey. During 25 years in employee engagement, Chris has worked with many of the world's leading organisations in a variety of sectors. His passion is creating alignment between what an organisation is trying to achieve and the actions of staff, day in and day out.

Engage distils all of Axiom's expertise and experience in measuring the impact of communications, driving dialogue and aligning employees with the strategy.

www.axiomcommunications.com



Hummingbird E-Services

Hummingbird E-Services provides IT and digital consultancy to blue-chip clients.

Hummingbird E-Services is led by Helen Wharton. In 25 years in software development, Helen has held senior roles in a range of organisations now focuses in leading major digital transformations.

Her expertise spans inception through to implementation of global multimillion-pound applications including complex financial systems. Helen is an exceptionally strong leader and is often called in to manage c-level stakeholders, development teams and vendors for strategic and transformation programs.

www.hummingbirdeservices.com

Calculate the Return of Investment

🧠 Calculate the potential ROI of a tool such as Engage by

- driving up engagement
- reducing levels of attrition

🧠 Just enter the following:

- Current and target attrition rate
- Total annual salary cost
- Current and target engagement levels
- Annual net profit

🧠 [Visit our ROI Calculator](#)

Engage ROI Calculator		Key Input Cross check Intermediate Saving
The costs of attrition		
Loss of productivity of the individual and the overall impact on the department	+	The annual salary of all leavers
Cost of lost knowledge and contacts	+	Cost of training provided to the leaver
Lost revenue, sales or goodwill	+	Cost of recruitment or referral fees (could be 3 months salary)
Cost of covering the vacant position with temp or other team members	+	Admin costs of setting on a new starter
Internal cost of staff replacement; exit interview, leaver process, payroll updates, recruitment ad, cv review	+	Training and induction of new starter
		Productivity lost whilst new starter is learning the role, assume 4-6 months
Attrition cost calculator		
Current attrition rate	30.00%	Enter your current attrition rate
Total annual salary cost	£2,000,000	Enter your annual salary cost
Attrition cost to the bottom line	£600,000	Eg a 20% attrition rate will see a cost to the bottom line of 20% of total salary cost
Target attrition rate	20%	Enter your target attrition rate
Revised attrition cost to the bottom line	£400,000	Revised cost based on target attrition rate
Potential savings to go straight to the bottom line	£200,000	
Source: http://bakerstuart.com/wp-content/uploads/2016/03/White-Paper-The-Cost-of-Staff-Attrition.pdf		
The costs of a disengaged workforce		
Lower levels of productivity	+	Higher level of absenteeism
Disruption to colleagues	+	Higher management costs
Negative impact on customer service	+	Higher level of customer complaints
Engagement efficiency savings calculator		
Current employee engagement level %	25	Statistics suggest highly engaged employees are 35% more efficient
High	45	
Average	30	Disengaged employees account for approx -20% of the bottom line
Disengaged	100	
Total %	£8,000,000	Enter your current net profit
Current net profit		
Target employee engagement level %		
High	30	Assuming higher engaged employees are 35% more productive
Average	50	
Disengaged	20	Assuming disengaged employees are -20% productive than average
Total %	100	
Potential increase to your bottom line through higher engagement	£953,771	
Sources: Glassdoor https://www.glassdoor.co.uk/employers/blog/the-cost-of-a-disengaged-employee/		
With lower staff turnover and higher efficiencies you could boost your bottom line by...		
£1,153,771		
For Success: http://engageforsuccess.org/wp-content/uploads/2015/09/engage		
www.theengagementnetworks.com		

Reducing attrition level

Increasing efficiencies

Engage with experience

🗣️ Engage is the product of a powerful partnership between Axiom, a leading provider of employee engagement expertise; and IT Hummingbird who have an outstanding track record in software development

- Their clients include:



OMEGA°

WebBeds

AstraZeneca 

FedEx
Federal Express



easyJet



Capital One™

 Thomas Cook



For your organisation

*Innovative at-a-glance informatics
Engagement excellence leader boards
User-friendly drill-downs Target audience
segmentation options Full visual
customisation Notification pushes Real-
time data analysis
Inbuilt data security
Flexible pricing options*



For your employees

*The chance to have your say
A direct channel to leaders
A way to raise your profile
An opportunity to shape the future
Recognition for achievements and ideas
Access anytime, anywhere, via your
mobile device Anonymity options*



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