

INSIGHTS · ACTION · IMPACT

Pathway to Workplace Excellence

Introduction and Session 03: Team – Level Activation

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Today's Webinar

01 Workplace excellence and the business case

02 What gets in the way of survey success

03 The Pathway to Workplace Excellence

04 **Phase Three:** Show employees their feedback matters; empower managers ← TODAY'S FOCUS

05 Wrap up — picture of success and next steps

WEBINAR SERIES

Energage Strategic Advisors

Introducing your hosts for the Workplace Experience Webinar Series



Janet Swaysland



Dr. Candace Goodwin

Who We Are

ENERGAGE

Making the world a better place to work together.™



20 YEARS

Culture Research



80K

Companies Surveyed



30M

Employee Voices Heard



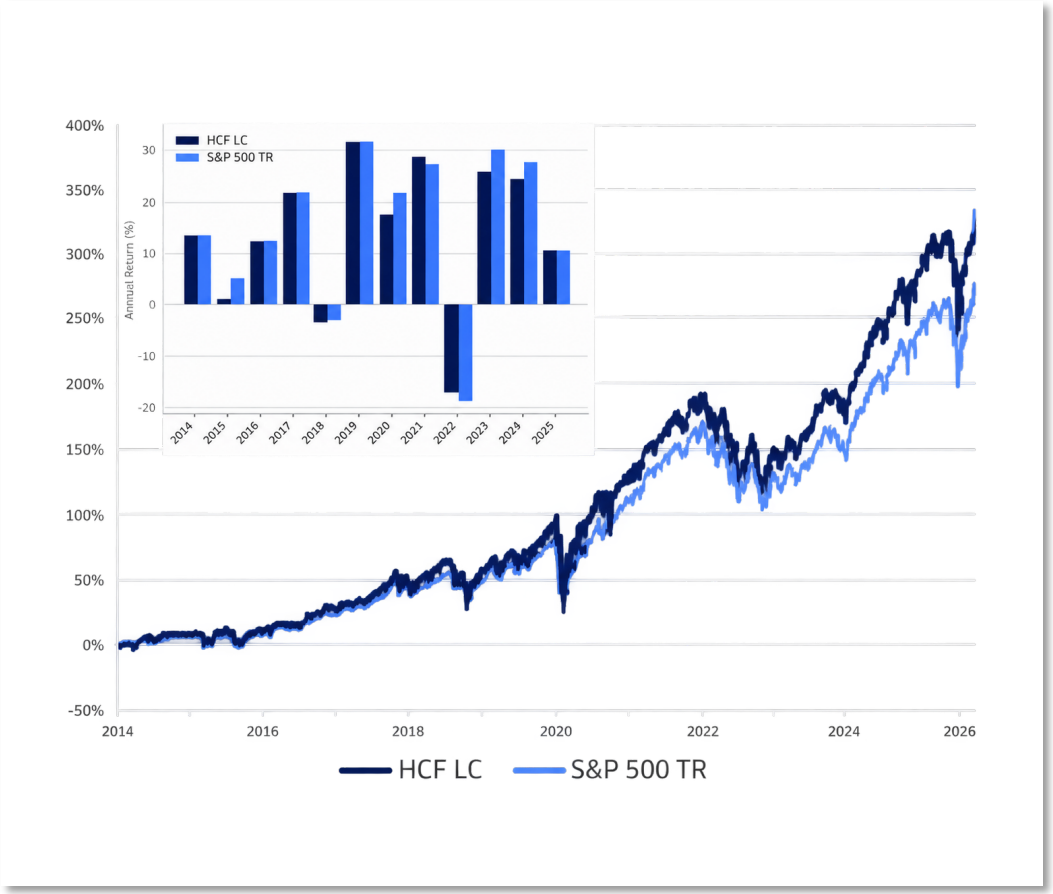
500M

Data Points

For more than 20 years, we've studied what truly sets Top Workplaces apart from the rest.

Top Workplaces Outperform in Enterprise Value

Quantifying the connection between employee experience and business performance



The HCF has outperformed the S&P 500 for 14 consecutive years.

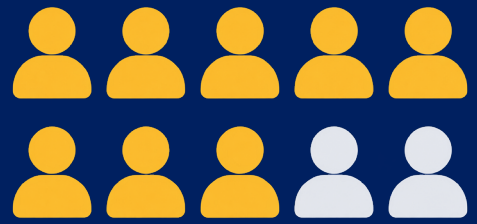
> “The HCF signals positive long-term performance across all sectors, proving that employees who feel well-connected and supported move their company forward, regardless of industry.”

KHURAM CHAUDHRY
GLOBAL HEAD OF QUANTITATIVE STRATEGY RESEARCH
JP MORGAN

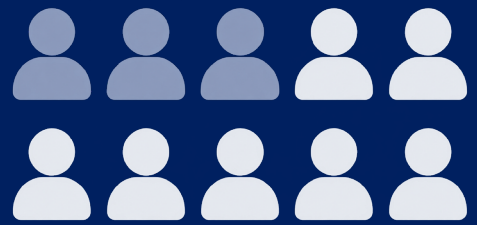
Top Workplaces Have Significantly Higher Engagement

Top Workplaces produce stronger people and business outcomes. These award-winning employers attain employee engagement levels more than double the national average.

80%



31%



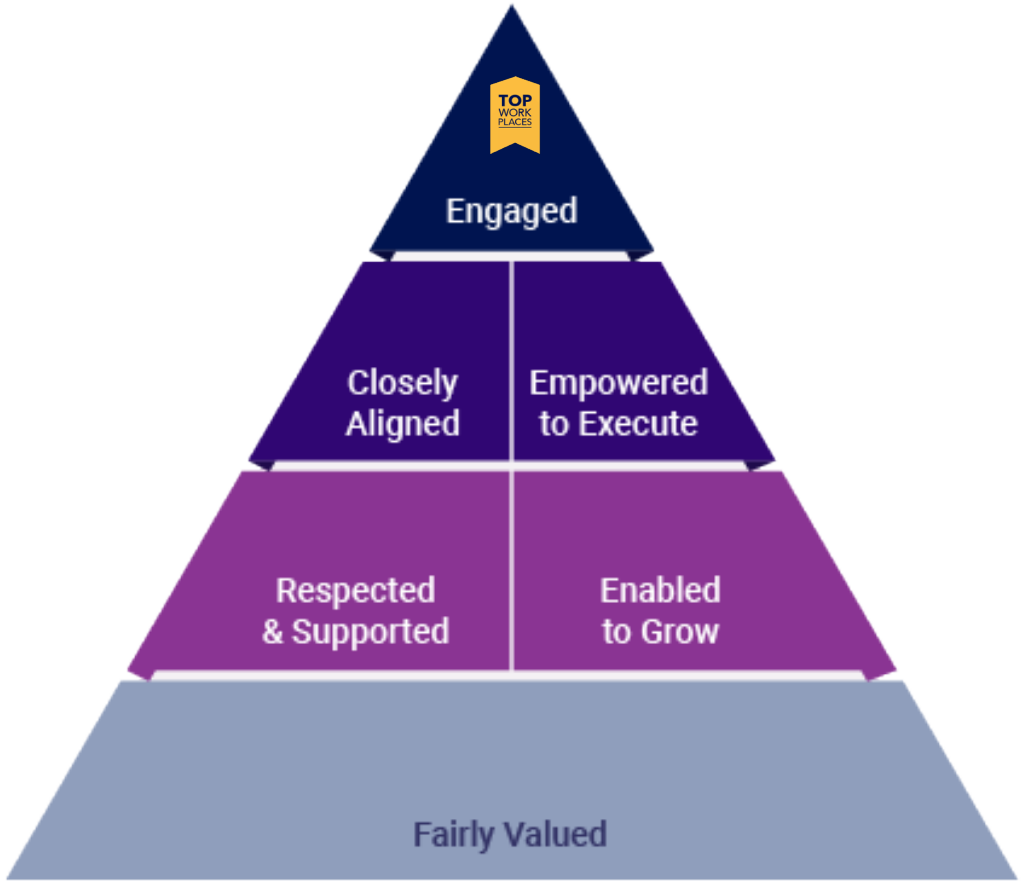
TOP WORK PLACES INSTITUTE

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WHAT WE MEASURE

What Does a Great Workplace Experience Look Like?

"I'm part of something meaningful.
I'm learning and growing.
I feel included and respected.
I feel appreciated.
I have a voice and feel heard.
I accomplish things, get things done.
I am safe and treated fairly."



What Does it Take to Get There?



Executive Ownership

Senior leaders align on enterprise priorities and model accountability from the top down.



Managers Trained to Coach

Frontline and mid-level managers use shared tools and language to lead meaningful team conversations.



Employees Owning Engagement

Employees contribute to the process as active partners in workplace improvement.



Exceptional Communication

Consistent, transparent messages help employees understand what is happening and why it matters.



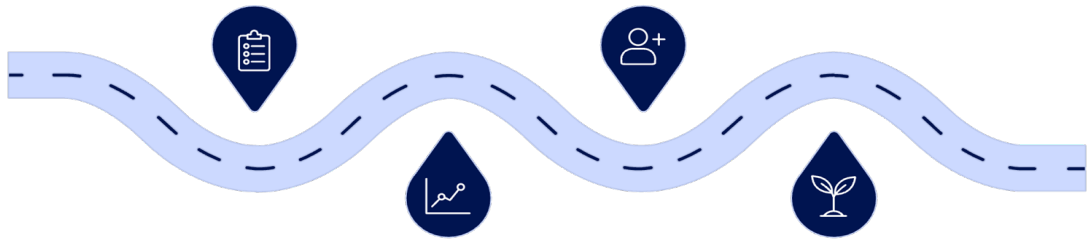
Disciplined Action Planning

Structured planning and accountability convert intentions into sustained action.

What Gets in the Way of Success?

1. **Survey launches and closes**
   Employees participate, often unsure how results will be used.
2. **Results are delivered as a report**
   Leaders review scores without a framework for action.
3. **Momentum fades**
   Commitments remain informal and follow-through varies.
4. **Action gets stuck**
   Priorities shift and progress stalls.
5. **Trust erodes**
   Employees become skeptical that their voice matters.

Pathway to Workplace Excellence Offers a New Approach



A structured approach that prepares the organization, aligns leaders, activates teams, and sustains progress.

PREPARE | ALIGN | ACT | SUSTAIN

LET'S GO

Pathway to Workplace Excellence

01

Pre-Survey Readiness

Support survey structure, stakeholder preparation, training, and communications.

02

Leadership Alignment

Connect findings to leadership priorities and establish a plan to act.

03

Team Activation

Mobilize teams to discuss feedback and participate in action planning.

04

Sustained Impact

Embed practices that address long term change.

Phase Three: Team Level Activation

Results Are In – Leaders are Engaged and Now it is Time to Cascade Results

Focus attention where it matters most – empower and equip managers to lead results review conversations and take action.

HOW WE SUPPORT YOU

- ❑ All Company Announcement of results, along with leadership commitments.
- ❑ Equip leaders to lead conversations or Energage leads review of department results and action planning with teams.
- ❑ Empower leaders and managers to take action by determining 2-3 priorities and developing a plan for executing with impact.

SKILLS YOU WILL BUILD

- ❑ How to mobilize teams to discuss feedback and participate in action planning.
- ❑ Skills, frameworks and confidence to lead real team conversations that produce real commitments and outcomes.
- ❑ Employees own their own engagement experience and outcomes.

How we do it, together

Leadership commitments become team action

1

All-employee meeting

Share results and leadership commitments.

Employees know what happens next.

2

Equip managers

Build skills and confidence for team conversations.

Managers are ready to guide the discussion.

3

Department workshops

Involve employees in choosing 2–3 priorities.

Teams own a focused action plan.

4

Execution & accountability

Assign owners and review progress at 30, 60, 90 days.

Employees see visible follow-through.

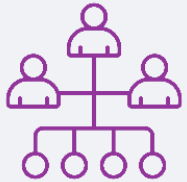
Phase Three: What Does Success Look Like?

In Their Own Words ……

"This has helped us move beyond simply reviewing survey scores to identifying tangible actions. It creates accountability and reinforces with employees that their feedback is heard and can lead to meaningful change.

"The one-on-one leader sessions have been especially valuable. They help leaders better understand the full story behind their results, focus on the areas that matter most, and feel more ownership for responding to their team's feedback. Having the third party deliver these has helped not make this an HR initiative but a whole org owned effort.

Success is…



A CEO

Who can name the top engagement priorities and who owns them.



A Manager

Who enters a team conversation with a plan and leaves with commitments.



An Employee

Who sees their feedback lead to something real.

Success is more than a survey score

Questions
"Ask the Expert"

What's Next?

1

Access to the Webinar Series

- A link for recordings and resources will be emailed to you.
- Share with a colleague who would benefit from understanding ***The Pathway to Workplace Excellence***

2

Complete the Webinar Feedback Survey

- Your feedback helps us improve future sessions and tailor content to your needs
- Survey link is in the chat — takes less than two minutes

3

Learn More About Pathway to Workplace Excellence

- Schedule a 30-minute briefing with your customer success manager on implementing ***The Pathway to Workplace Excellence***



Let’s Build a Workplace Where People and Performance Thrive

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