

INSIGHTS · ACTION · IMPACT

Pathway to Workplace Excellence

Session 02: Leadership Alignment

energage

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 Two: Leadership Alignment: Making Sense of Results** ← 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



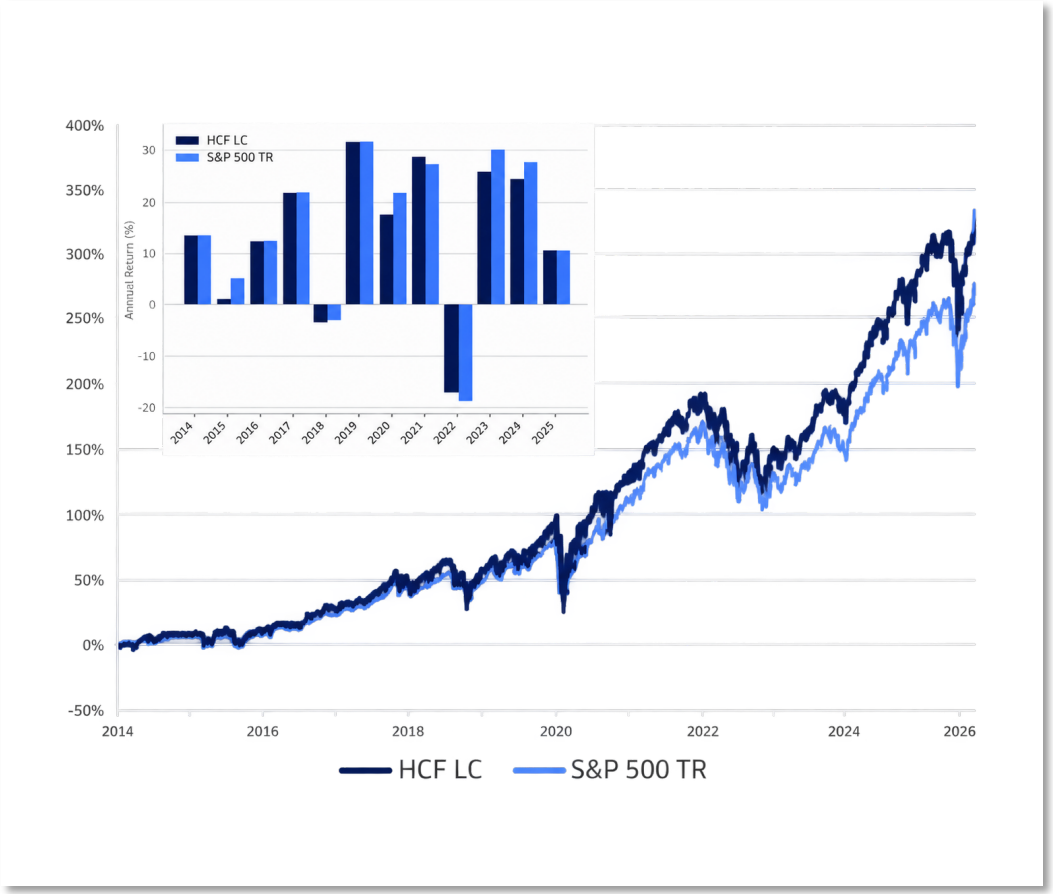
500M

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.

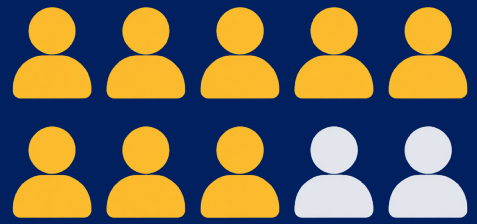
> "The HCF signals positive long-term performance across all sectors, proving that employees who feel well-connected and supported move their company forward, regardless of industry."

KHURAM CHAUDHRY
GLOBAL HEAD OF QUANTITATIVE STRATEGY RESEARCH
JP MORGAN

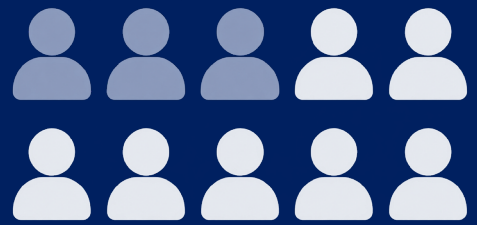
Top Workplaces Have Significantly Higher Engagement

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

80%



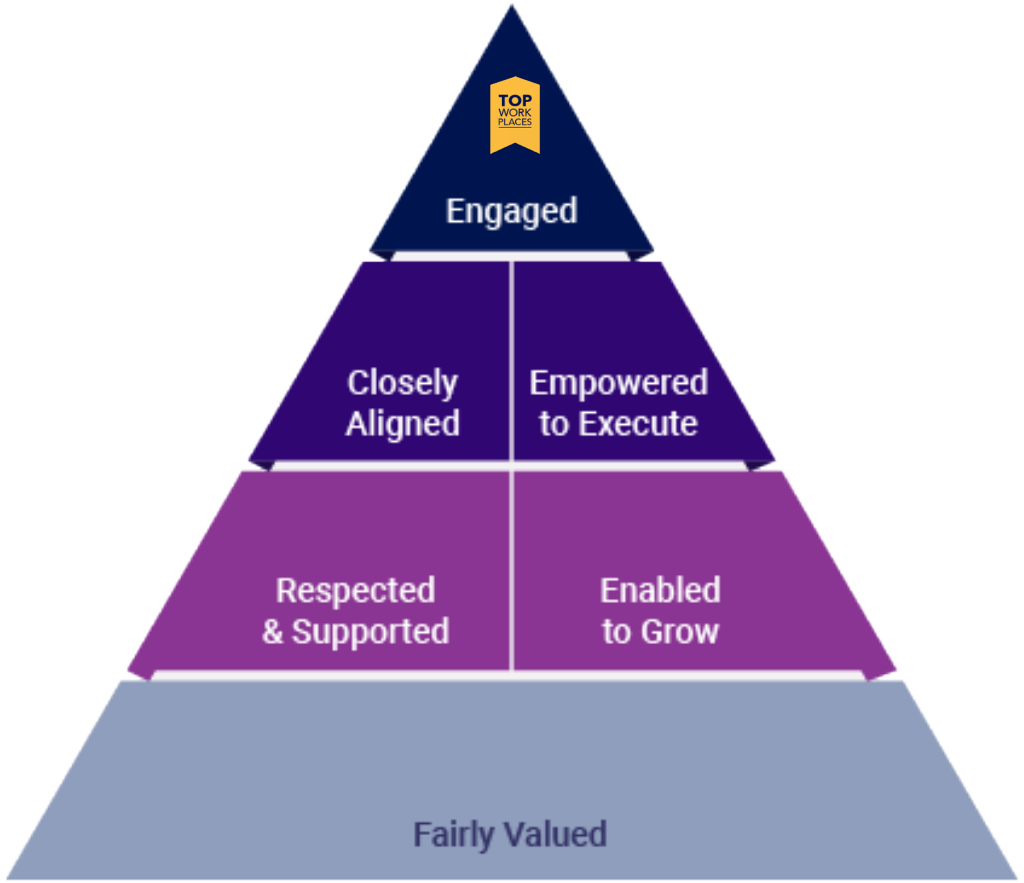
31%



TOP WORK PLACES INSTITUTE

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.



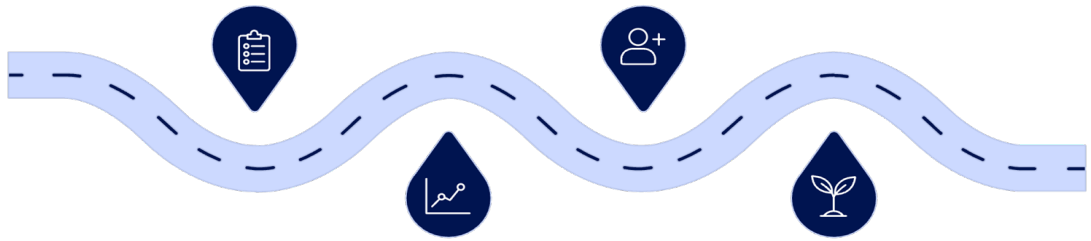
Disciplined Action Planning

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.

Ongoing

Sustained Impact

Embed practices that drive progress and long-term change.

Phase Two: Leadership Alignment

Results Are In – How to engage leaders toward action?

Focus attention where it matters most and bring senior leadership to consensus on enterprise-wide set of priorities with clear ownership.

HOW WE SUPPORT YOU

- Expert analysis and summary with insights and recommendations that engage executives in their mindset and language
- Moving leaders from awareness to commitment in facilitated working session, locking in 2-3 priorities and a pragmatic plan for executing with impact

SKILLS YOU WILL BUILD

- How to synthesize a feedback story and not get lost in the ocean of data
- How to prepare for and manage productive discussions with leaders, even on sensitive topics
- Applying tools and techniques for driving clarity and accountability and momentum

How we do it, together

1. **What's the story?**
   What the data is telling us
2. **Prioritize what matters most**
   What moves can we make?
3. **Ownership and execution**
   Who's doing what, when, how?
4. **Now what?**
   Accountability and progress sharing

In Their Own Words ……

> Having a consultant present directly to our leadership team adds an objective, external perspective and helps leaders understand both the strengths in our results and where we have opportunities to improve and provides insights against market data that we would not otherwise have. - CHRO | Technology

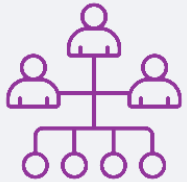
> This has helped us move beyond simply reviewing survey scores to identifying tangible actions. It creates accountability and reinforces with employees that their feedback is heard and can lead to meaningful change.
>
> – CHRO | Credit Union

> Our consultant created the space for conversations our leaders weren't having — and that changed everything. – CEO | Finance

- What does successful leadership alignment look like?

- Why should action planning be separate from a leadership briefing?

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

Q & A Section

What's Next?

1 Continue Attending the Webinar Series

- October 20 | 1:00 p.m. ET — Show employees their feedback matters; empower each team to drive action.
- Recordings and resources available at the end of three-part webinar series at: Engagedly.com/pathway-workplace-excellence/
- Share with a colleague who is leading action planning conversations

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 Take One Action This Week

- Schedule a 30-minute briefing with your customer success manager on survey results timing
- Identify your top two leadership stakeholders to engage before results arrive



Let’s Build a Workplace Where People and Performance Thrive

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