



isolved™

Enhanced Employee
Engagement

Agenda

- Employee Wellness
- The Great Reengagement
- Training & Development
- Employee Experience
- DEI&B
- Remote Work
- Mission, Vision, Values

isolated Culture



Healthy employees' leads to 'Happy employees' and often translates to 'Engaged and Productive' employees – Which in turn, affects the relationships with internal and external customers.

Ways we can support Employee Wellness

- Normalize Mental Health Conversations
- Create and Foster *Genuine* Relationships
- Empower Employees to Really Unplug
- Offer an Employee Assistance Program (EAP)
- Provide Healthy Living Initiative Programs

Benefits from focused efforts on Employee Wellness

- Higher Energy & Engagement
- Less Stress
- Better Communication
- Lower Health risks
- Improved Mental Health
- Enjoyable Work Environment

Importance of Employee Wellness





The Great Reengagement

Comparing Resignation Numbers

- December 2019: 3,487,000
- July 2020: 3,182,000
- November 2021: 4,510,000

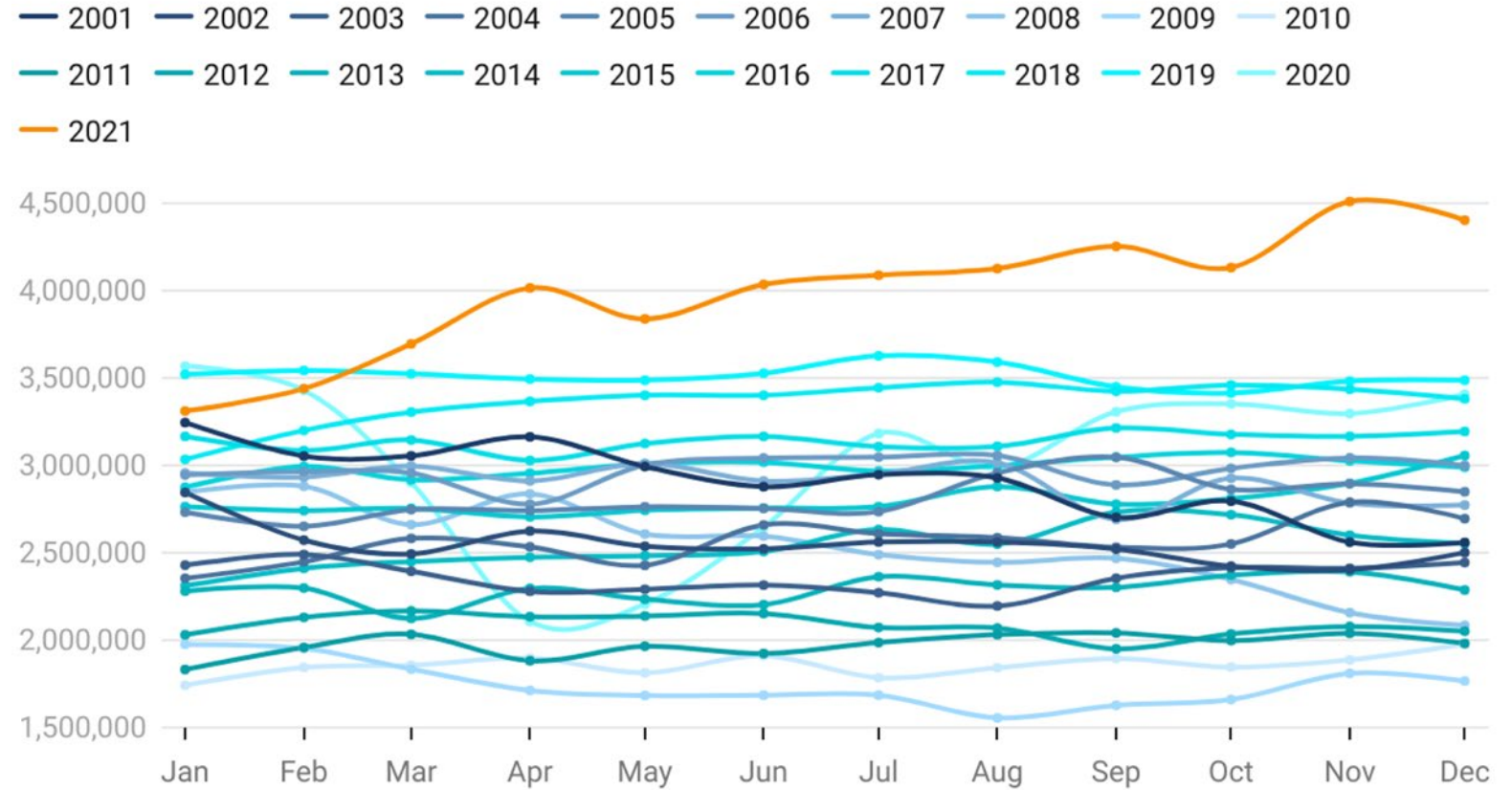
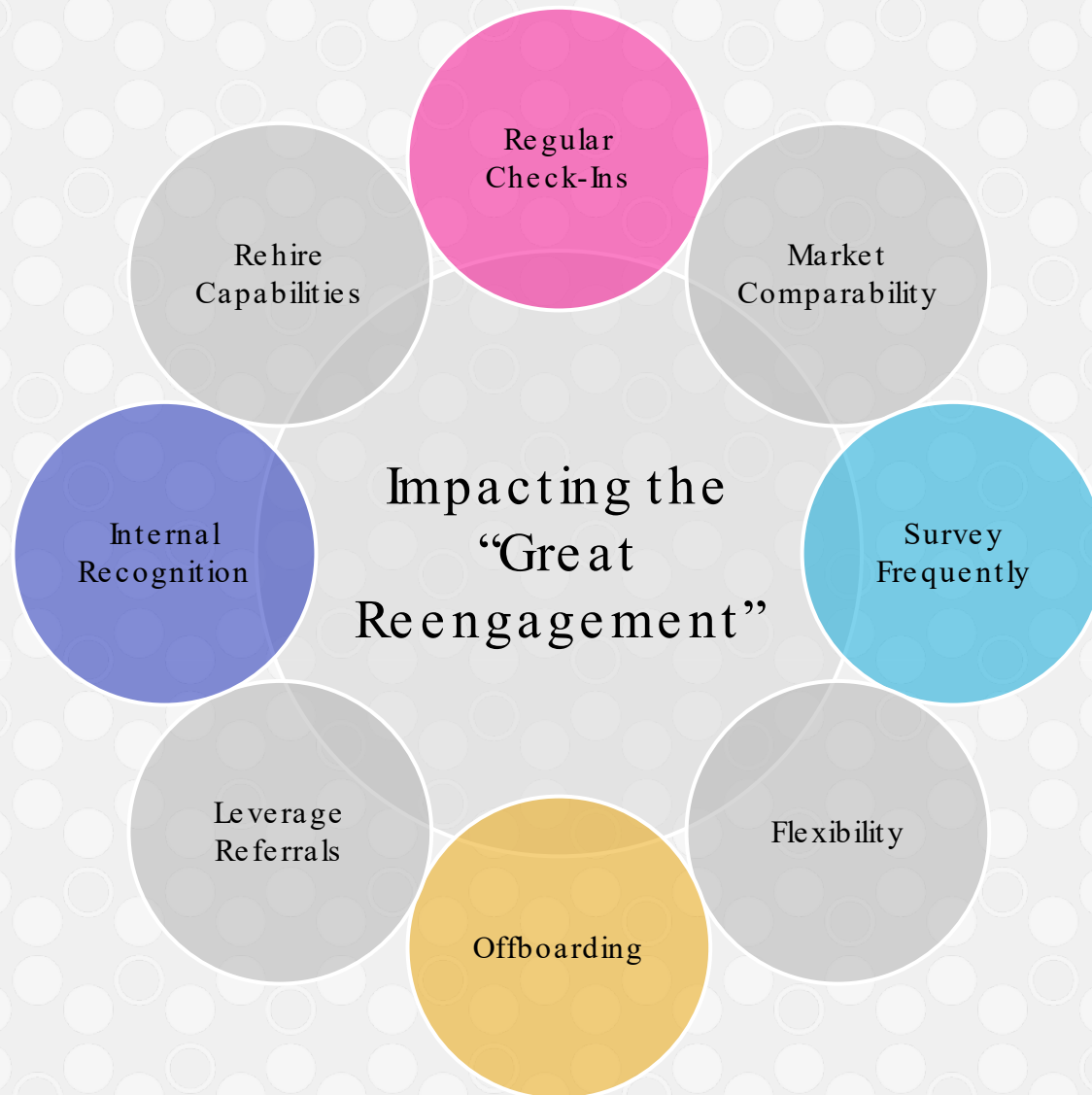


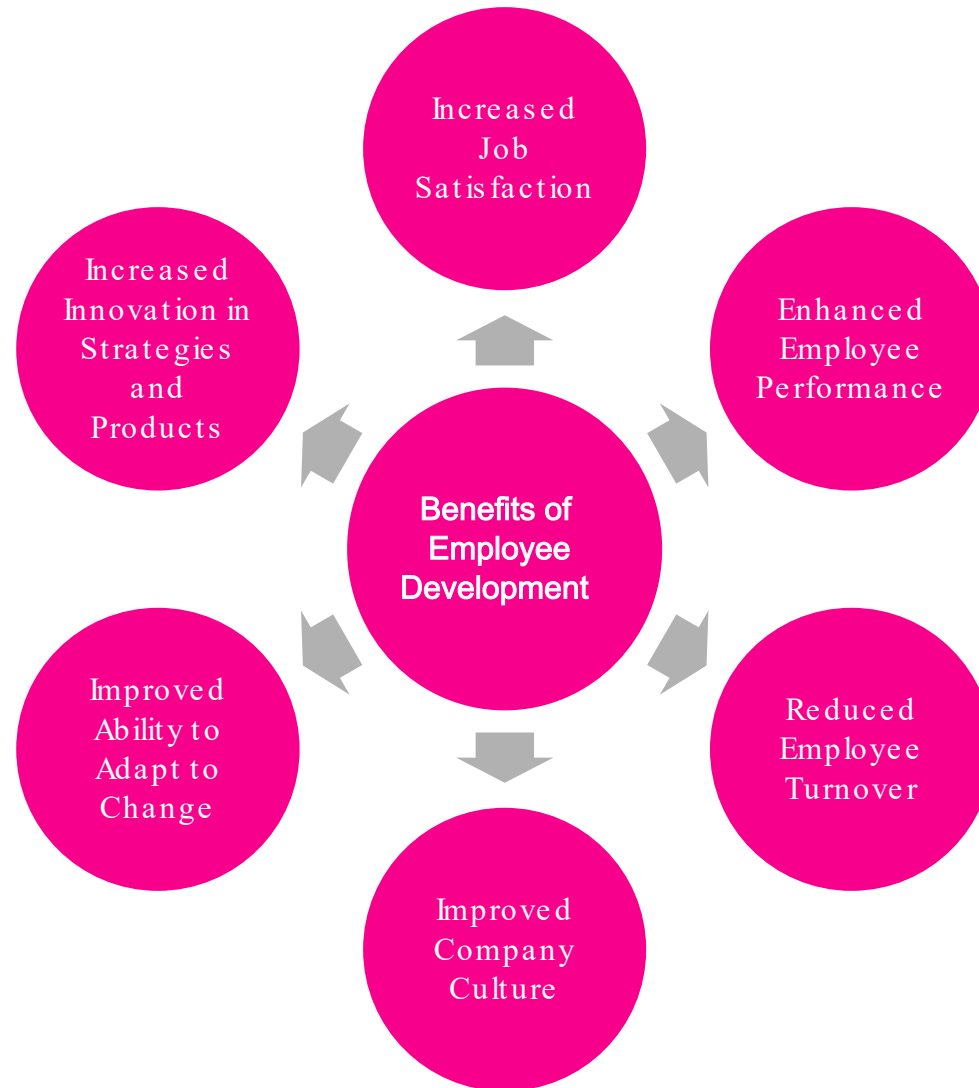
Chart: Mauro Whiteman • Source: U.S. Bureau of Labor Statistics, Job Openings and Labor Turnover Survey. • Created with Datawrapper

Impacting Employee Retention



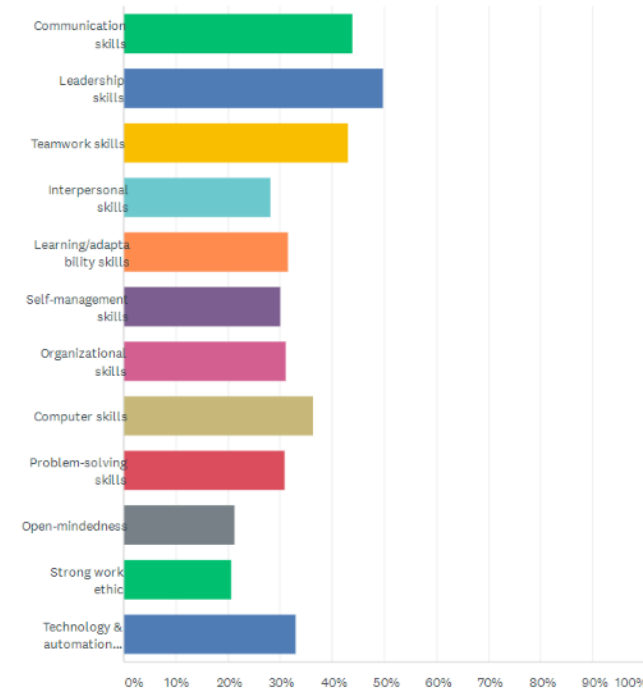
Impacting Employee Retention

Training & Development



What reskilling, upskilling and learning & development programs provided by an employer would be of most interest to you? Select all that apply.

Answered: 1,012 Skipped: 504



Training Feedback – Top 3 “wants”

- Leadership Skills (49.70%)
- Communication Skills (43.87%)
- Teamwork Skills (43.17%)

Training & Development Opportunities

Development Opportunities

- Self-paced LMS Learning
- Individualized Development Plans
- Manager Development Training
- Company-Wide Learning Tables
- DEI&B Training
- Mentorship Programs
- Professional Development Training
- Ad-Hoc Trainings



Training & Development Opportunities



Employee Experience

Areas of Focus to Engage & Empower Employees

- Onboarding
- Training
- Career Development
- Health & Wellness
- Engagement Events
- Volunteer Opportunities
- Recognition & Total Rewards
- DEI&B Initiatives

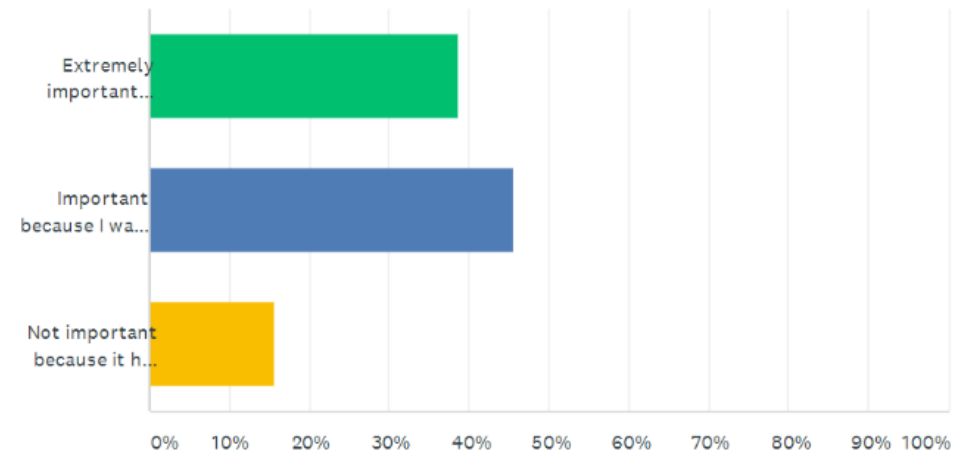
Benefits of an Engaged Workforce

- Company Culture impact
- Agile Workforce
- Employee Connections
- Foster Trust
- Increase Productivity
- Retention Impact

Engaging your Workforce

How does the onboarding experience impact future success within your new position?

Answered: 1,025 Skipped: 491

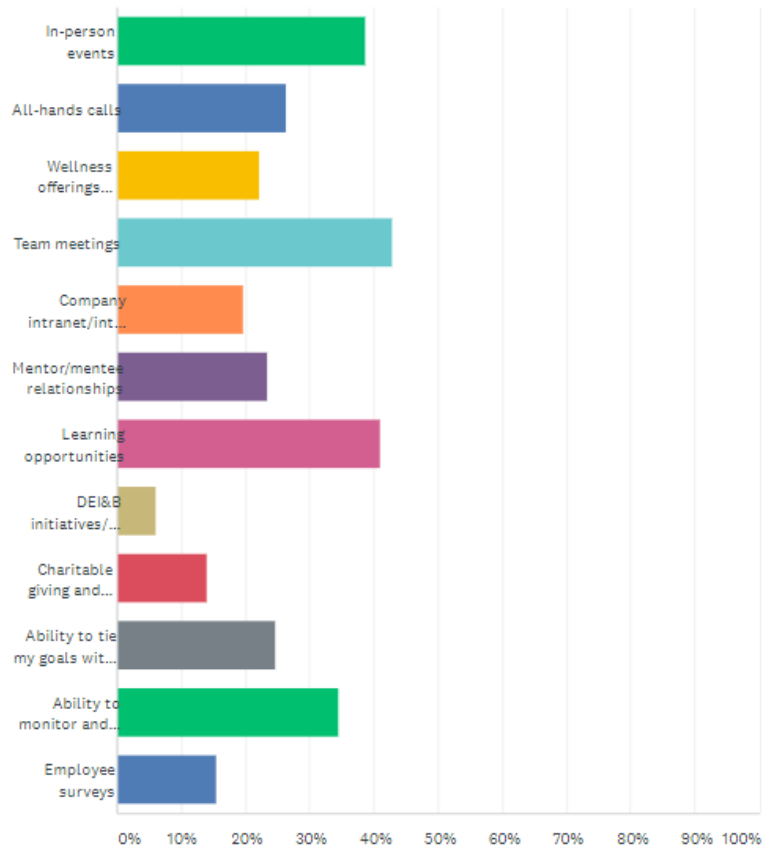


Onboarding Feedback

- Important because **“I want a good experience”** but not essential(45.66%)
- Extremely important because it sets me up for success In my role (38.64%)

What actually works to keep you engaged at work? Select all that apply.

Answered: 1,012 Skipped: 504



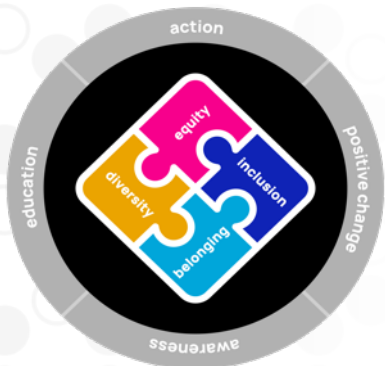
Engagement Feedback – Top 3 “wants”

- Team Meetings (42.98%)
- Learning Opportunities (40.91%)
- In-Person Events (38.74%)

Activities & Events to Engage Employees

- Annual Employee Engagement Survey
- Learning Tables
- Enhanced Wellness Benefits
- Wellness Incentives
- Virtual Meditation Sessions
- Companywide Engagement Events
- Organization & Departmental Recognition Programs
- DEI&B Events & Contests

Engaging your Workforce



BLACK & INDIGENOUS PEOPLE OF COLOR



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Professional Women Inspiring Results

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Diversity, Equity, Inclusion, & Belonging

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Benefits of Creating and Supporting DEI&B Groups

- Inspires Trust
- Promotes a Shared Experience
- Increases Employee Morale
- Aides Customer Understanding
- Encourages Innovation & Creativity
- Allows Employees to “Come as They Are”
- Increases Productivity
- Improves Retention

Getting Started

- Obtain HR Analytics
- Find Passionate Leaders
- Create Committee and Charters
- Advertise & Market Groups
- Host Events
- Get Feedback

Activities & Event Suggestions

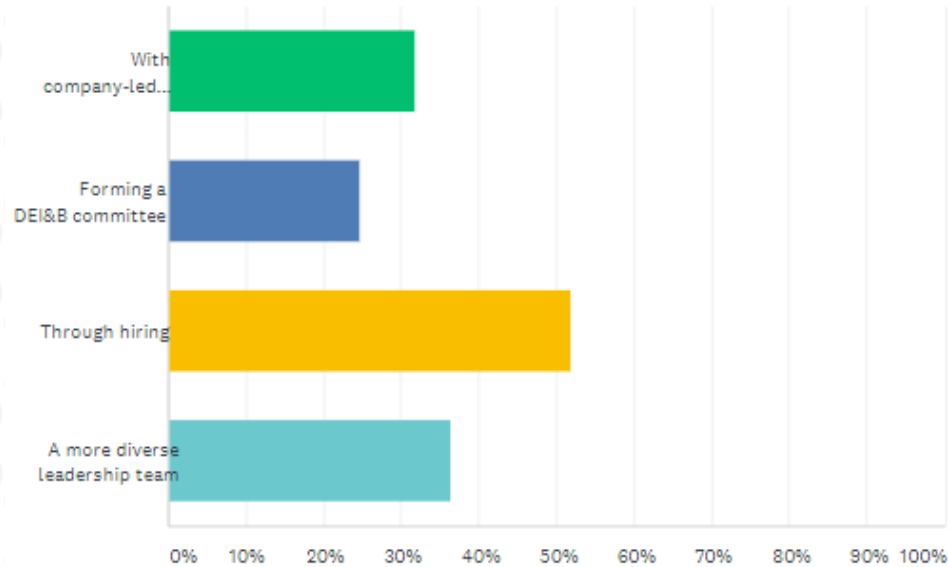
- Panel Event
- Roundtable Discussion
- Lunch & Learn
- Work & Watch
- Cultural Presentation
- LinkedIn Live Discussion



Influencing Culture through DEI&B

How could your employer improve diversity, equity, inclusive and belonging initiatives? Select all that apply.

Answered: 1,007 Skipped: 509

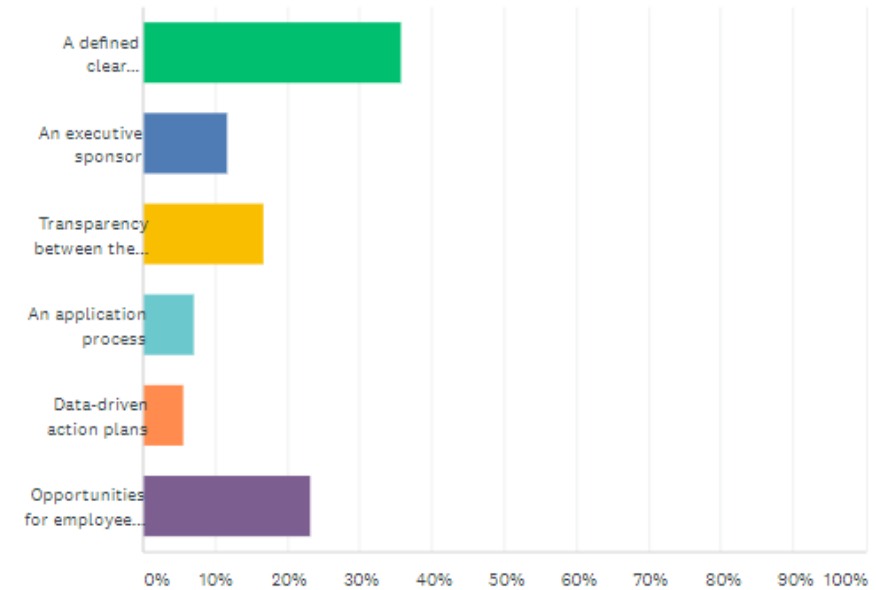


How to Improve DEI&B Initiatives

- Hiring Practices (51.94%)
- More diversity in Leadership Teams (36.35%)
- Company Led Support Groups (31.78%)
- Forming DEI&B Committees (24.63%)

What is the most important factor for an employee resource group (ERG) to succeed?

Answered: 1,007 Skipped: 509



Influencing DEI&B Success – Top 3 Factors

- Clear purpose/goal that aligns with business need (35.75%)
- Opportunities for employee participation despite work environment (23.14%)
- An Executive sponsor (11.62%)

Influencing Culture through DEI&B

Remote Work



Leadership Strategy

- Know Your People
- Adapt to Remote Workers Needs
- Watch for signs of Stress and Burnout
- Incorporate Ways to Avoid Stress and Burnout
- Host Virtual Events & Record
- Focus on Inclusion

Tips to Engage Remote Employees

- Stay Connected Through Technology
- Ask For and Listen to Feedback
- Recognize Employee Contributions
- Extra Support for New Hires
- Provide Employees with Tools for Success
- Be Flexible

Activities for Remote Teams

- Team Lunches
- Health & Wellness Activities
- Virtual Games
 - Online
 - Self Created
 - Scavenger Hunt



Engaging the Remote Workforce

Mission, Vision, & Values





Getting Started or Revising

- Involve the Appropriate Team Members
- Meet to discuss the following
 - Mission
 - Vision
- Be Bold, but Realistic
- Keep Statements Short
- Ensure Everyone is Committed



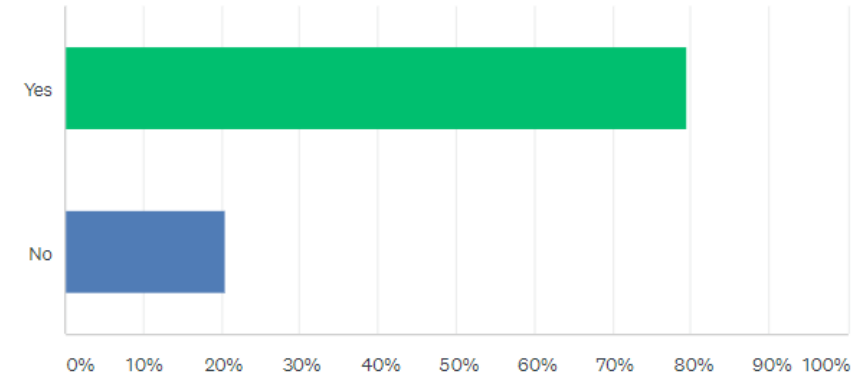
Benefits

- Drives & Improves Performance
- Enables Employees (Meaning & Purpose)
- Provides Clear Objectives
- Boosts Morale
- Long-term Culture Investment

Mission, Vision, & Values

Do you feel your employer aligns with your core values?

Answered: 1,025 Skipped: 491



Employees Core Values that Align Personally

- Yes (80%)
- No (20%)

MISSION

To provide the modern workforce with a futureproof platform to deliver awesome outcomes fast

VISION

To enable our customer to exceed their goals through transformational employee experience

Teamwork

We support one another and are always willing to help each person meet their goal through **TEAMWORK**

Results Focused

We step up to any challenge and take it head on. We adapt to change quickly and do not allow it hinder **RESULTS**

Integrity & Trust

Our culture is built on integrity and trust internally and externally we can **COUNT ON ONE ANOTHER** to do the right thing.

Customer Centric

We go above and beyond at exceeding our **CUSTOMERS** expectations. We believe customers and partners are the driving force of our business and we will always put them first.

Examples