



## Solutions in Workforce

*How do you build an effective  
and supportive workforce  
environment?*

*How do you engage your  
workforce to achieve a high-  
performance environment?*



# Employee Engagement Survey

## **DID YOU KNOW?**

\$11 billion are lost annually due to high turnover of employees nationally? (Bureau of National Affairs) Or that a staggering 71% of workers are disengaged from their jobs?

As a manufacturing leader, you are focused on reducing costs related to hiring while striving to retain a productive workforce in a highly competitive talent market. But how are you driving increased innovation, productivity, and bottom line performance with a workforce that is disengaged?

Disengaged employees may disconnect from the workplace and become less productive than their counterparts. They may negatively influence customer relations, sales, quality, productivity, and overall employee retention. By creating a workforce of engaged employees that are motivated, committed and focused on doing the job right you will naturally drive the positive, measurable results to your bottom line.

Begin communicating with your workforce to better understand your employees' thoughts about the internal culture and processes. Through an Employee Engagement Survey, you can identify how your employees truly feel about the current workplace and then create a strategy for workforce improvement. Listening to the voice of your employees is critical to see problem areas within the workplace and to recognize what is working well.

## **WHAT CAN YOU EXPECT FROM AN EMPLOYEE ENGAGEMENT SURVEY?**

### **Customized insights and feedback**

- Understand your employee behavior more thoroughly; where do your challenges lie and what are the areas of opportunity from their perspective?
- Receive recommendations from IMEC experts for improving employee engagement; develop a plan for actionable improvement according to the voice of the workforce.

### **Workforce and improvement tracking**

- Track employee engagement throughout the year using the benchmark data received from the survey
- Re-engage the workforce with an annual survey to measure your progress from the initial benchmark
- Sustain implementation and improvement efforts through optional coaching support

## **HOW DOES THE IMEC EMPLOYEE ENGAGEMENT SURVEY PROCESS WORK?**

### **One week prior to Survey:**

- Determine employee facilitation groups and plan schedule for 45 minute time blocks
- Execute leadership communication to company team members about the Survey and schedule

### **One to two days before Survey:**

- Send reminder to team members including final detail for logistics and schedule

For more information, contact IMEC at 888-806-4632 or [info@imec.org](mailto:info@imec.org).

## HOW DOES THE IMEC EMPLOYEE ENGAGEMENT SURVEY PROCESS WORK?

### Day of the survey

- Meet with company leadership
- Complete the individual Survey in employee groups (size based on company headcount)
- Complete a focus group discussion with a groups of employees
- Create additional Survey and focus group time slots as needed
- Facilitate Survey wrap-up session with the leadership team

### Two weeks after Survey:

- Meet with IMEC and company leadership to review the final results and develop a course of action for improvement.

## BENEFITS OF THE SURVEY

- Create a stronger culture of engaged employees
- Develop an honest and open relationship between leadership and employees
- Identify opportunities for career path development
- Involve employees in important decisions and processes
- Create a workforce of company promoters
- Strengthen employee retention
- Increased Performance: Employees who are highly engaged report a 21% increase in their performance.
- Motivated Employees: A total of 78% of employees who are recognized for their work report being more motivated.
- Reduced Turnover: There is a 14.9% lower turnover rate for companies who provide employees with continuous feedback.



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