



The Evolution of Employee Engagement

With Renée Schmidt-Gad, Class of 1997
February 2, 2022



“If you are not actively including, you are accidentally excluding.”

-Dave C. (Dayton, Ohio)

Agenda



A Little About You



How I Became an EEE



Elements of Today's Engagement Programs



My Favorite Activities



Q/A

A little about you

- Why are you here today?
- Are you a people leader or a member of the associate population in your current role?
- Will you commit to trying one thing you heard today and tell me how it went?



How I became an EEE (Employee Engagement Evangelist)



*Are you ready to become an
Employee Engagement Evangelist,
too?*

Start with a little soul searching

- Get a Pulse



- Activate and Empower



- Skip the levels



Can you Walk the Talk?

- Meetings



- Vacation Time



- Email Expectations



Elements of Today's Employee Engagement Programs

- Recognition
- Inclusion
- Wellness



Recognition

- Is it personal?
- Is it timely?
- Does it match the effort?

You absolutely made my day!!! Week, Month, Year!!!

Renee I'm an old-timer and Recognition still feels "So Good"!!!

Thank you again 😊

Inclusion

- Personal efforts
 - Phone a friend
 - Broaden the audience
 - Be open to learning (and teaching)
- Programs that provide for sharing
 - Storytelling Opportunities
 - Local Inclusion Networks
 - Engagement Community of Practice
- Recognizing significant days together
 - Holocaust Remembrance Day
 - International Women's Day
 - Juneteenth

Become friends with people who aren't your age.

Hang out with people whose first language isn't the same as yours.

Get to know someone who doesn't come from your social class.

This is how you see the world.

This is how you grow.



"If you are not actively including, you are accidentally excluding." -Dave C., Dayton, Ohio

Associates have taken a stand, demanding companies recognize that there is life outside of work and some days they need help.

Wellness

Wellness Is Multidimensional

Wellness is about more than just physical health. Most models of wellness include at least six dimensions (and sometimes up to 9 or 12):



- **Physical:** Nourishing a healthy body through exercise, nutrition, sleep, etc.
- **Mental:** Engaging the world through learning, problem-solving, creativity, etc.
- **Emotional:** Being aware of, accepting and expressing our feelings, and understanding the feelings of others.
- **Spiritual:** Searching for meaning and higher purpose in human existence.
- **Social:** Connecting and engaging with others and our communities in meaningful ways.
- **Environmental:** Fostering positive interrelationships between planetary health and human actions, choices and wellbeing.

Wellness Wednesday Ideas

Get Moving Challenge



Yoga

Laugh More

Get Musical - Example

- Week 1, Share the types of music that help you de-stress
- Week 2, Play a *Kahoot* game where the questions and answers are all songs from movies
- Week 3, Tell the team about your favorite live concert and who is on your bucket list
- Week 4, Make a team Playlist on YouTube with each person's favorite song and share it on your social platform or via email



My Favorite Activities

- Annual Engagement Days
 - Employee Appreciation (March)
 - National Volunteer Week (April)
 - Say Something Nice Day (June)
 - Customer Service Week (October)
- Theme Dress Up Days
 - “Company Colors” Day
 - Team Tuesday
 - Wacky Wednesday
 - Think Pink Thursday (Breast Cancer Awareness)
 - Fun Friday
- Leadership Development Summits
- Virtual Games
 - Kahoot
 - Bingo
 - “Guess that Leader” Baby Photo Contest

#saysomethingnice
Gad, Renée Thank you for championing this effort this week. There were many very nice things said publicly about a bunch of people in [redacted] who do great things ever day to allow us to add value to the enterprise. While I do suspect the feelings we heard are felt throughout the year, getting them in writing for all to see is certainly a boost to moral and just a tad bit better feeling that the efforts are recognized and appreciated.

You deserve a huge thank you for spreading the joy!!!!

cc: Gad, Renée



Summary

- Ask them what they want
- Walk the talk
- Make engagement a priority



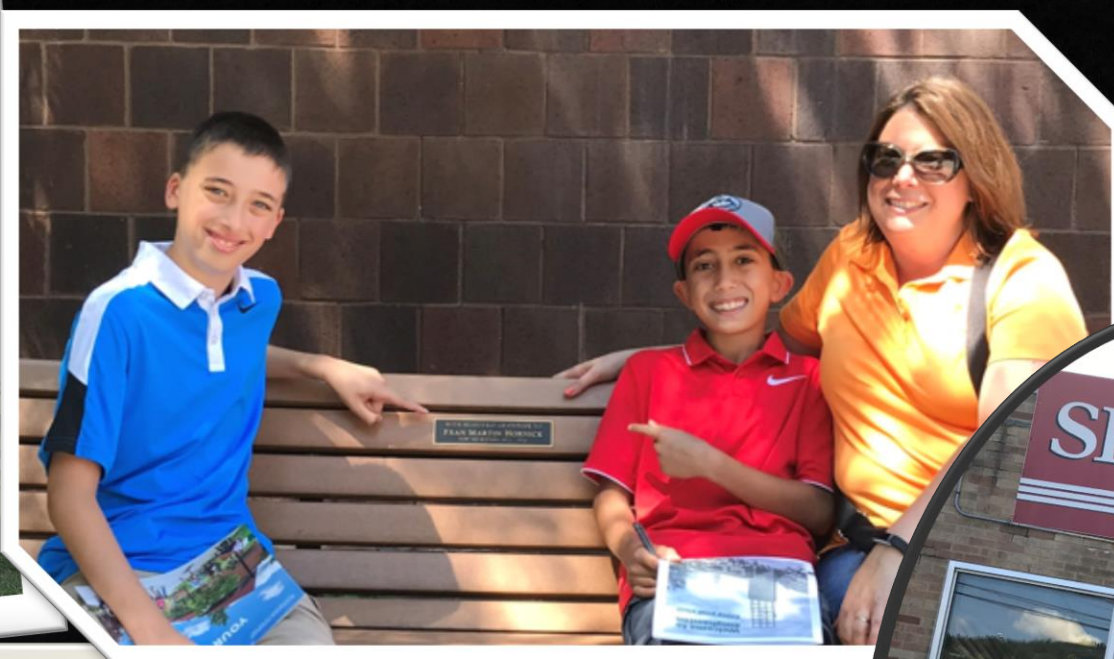
Remember: It's ok to laugh at yourself, especially if you're a leader. It makes you human and more approachable. Show gratitude for what your team does each and every day.



“If you are not actively including, you are accidentally excluding.”

-Dave C. (Dayton, Ohio)





Thank
you!

Want to talk more?

Renée Schmidt-Gad
School of Management
Class of 1997

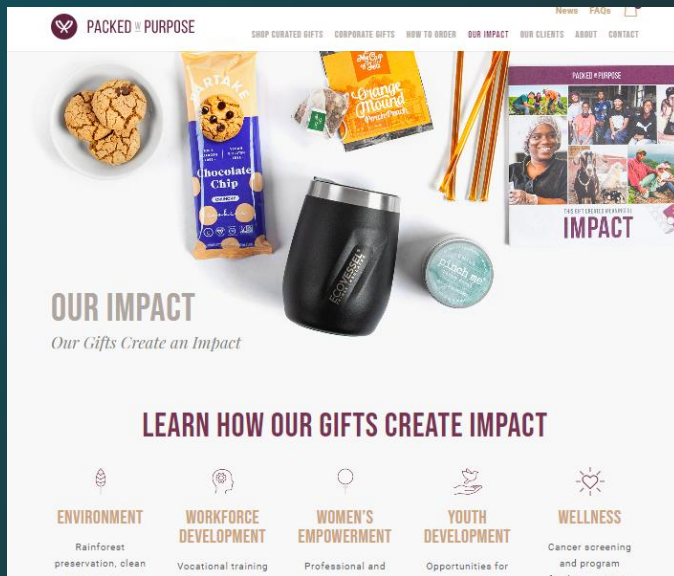
renee.b.gad@gmail.com or
find me on LinkedIn



Articles

- [Gallup US Employee Engagement Drops for First Year in a Decade](#)
- [This Pandemic has exposed the missing piece in employee engagement](#)
- [With so many people quitting, don't overlook the ones who stay](#)
- [HCI Podcast – The Evolution of Employee Listening – Dec 2021](#)
- [Bill Marriot's 12 Rules for being a successful manager](#)
- [The Remainers – Forbes](#)
- <https://www.glassdoor.com/employers/resources/employee-engagement-checklist-and-calendar/>
- [Doug Conant Thank You Notes](#)
- [Doug Conant – Leadership Lessons](#)
- [Helen Terris - https://njjewishnews.timesofisrael.com/saved-by-partisans-survivor-shares-her-story/](https://njjewishnews.timesofisrael.com/saved-by-partisans-survivor-shares-her-story/)

Recognition Resources



Gifts

- Packed with Purpose – contact Kyle Horan <https://packedwithpurpose.gifts/>
- Gift-o-Gram – contact Tom Corbett <https://www.giftogram.com/>
- BI Worldwide - <https://www.biworldwide.com/>

Online Recognition and Wellness Programs

- Limeade - <https://www.limeade.com/>
- BI Worldwide - <https://www.biworldwide.com/>

Calendars and Education

- HALO – Engagement calendar
- HCI – Human Capital Institute - <https://www.hci.org/>

Speakers, Presenters, & Venues

Speakers

- Peter Lynch - storytelling and other topics - <https://www.peteralynch.com/>
- Gregg Lederman - <https://www.gregglederman.com/>
- Matt Philips – keynote speeches and motivational programs - <https://www.proathleteadvantage.com>

Leadership Development

- [Second City Works](#) – contact Brendan O’Neill

Venues

- Forest Lodge –Warren, NJ
<https://www.forestlodgecatering.com/about/>
- Crystal Springs Resort –Sussex County, NJ
<https://www.crystalgolfresort.com/meetings>
- [Omni Hotel in Providence, RI](#)

Volunteer Events

- Together We Rise
- Jersey Cares
- Boston Cares
- Meals on Wheels
- Junior Achievement



Survey Tools and Approaches

- Large scale surveying and analytics:
 - [Workday Peakon](#)
 - [Glint](#)
 - [Culture Amp](#)
- Pulse surveys as well as for projects, engagement event satisfaction, customer sentiment, etc.:
 - [Qualtrics](#) – free options or licensed accounts
 - [Survey Monkey](#) – free options as well as low-priced options for more access
- Skip level meetings
- Small focus groups
- Manager and associate 1:1s
- Live Polling
 - Yammer
 - Virtual meeting tools such as Web-Ex have polling features