

Grow your top line by investing in your people



Question

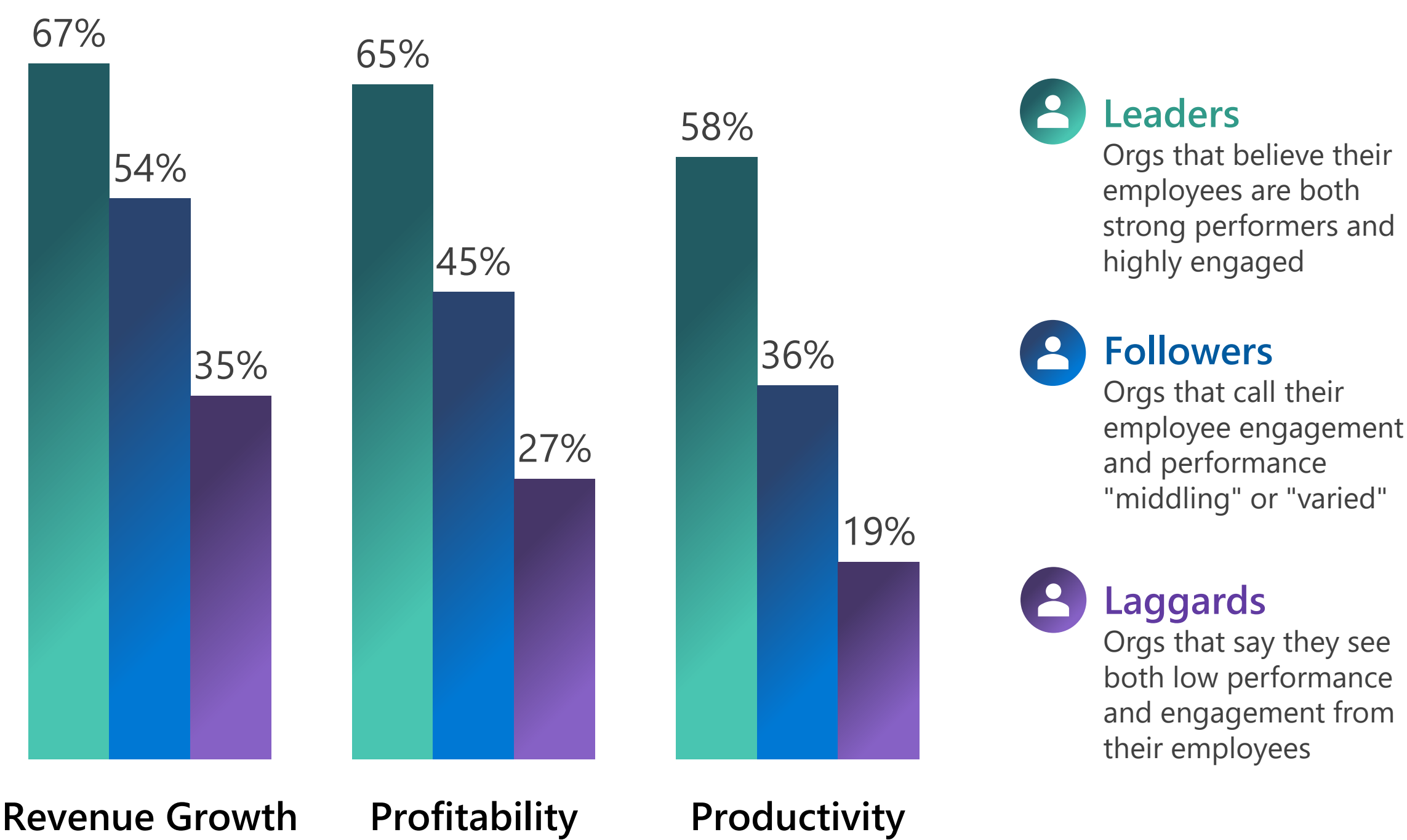
What happens when organizations invest in resources to help their employees become both highly engaged and strong performers?

Answer

They outperform their competition on a variety of business metrics, from revenue growth to quality, customer satisfaction, and productivity.

Improvement in key business metrics

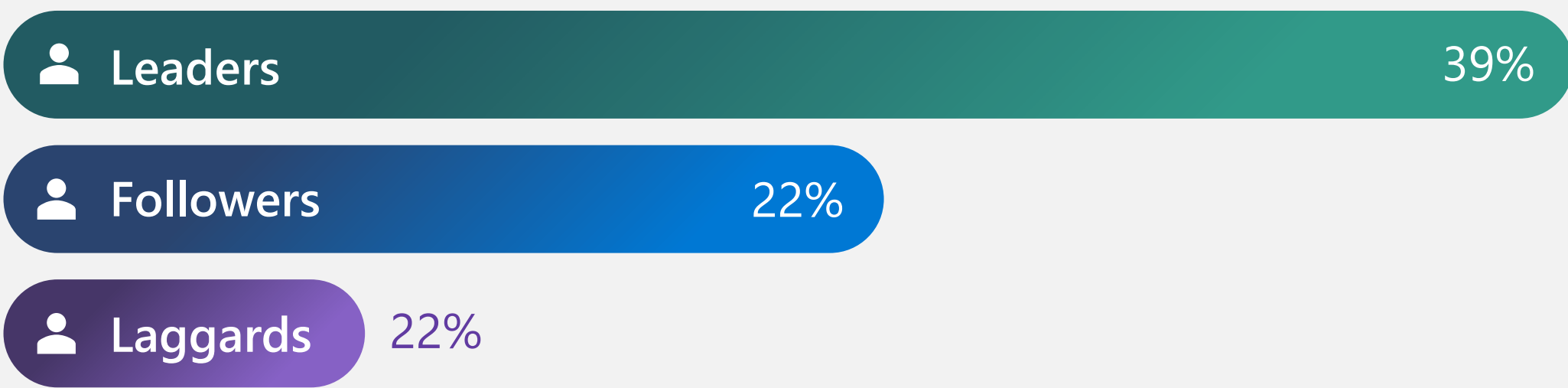
Percent of business leaders who say the following metrics have improved over the past two years



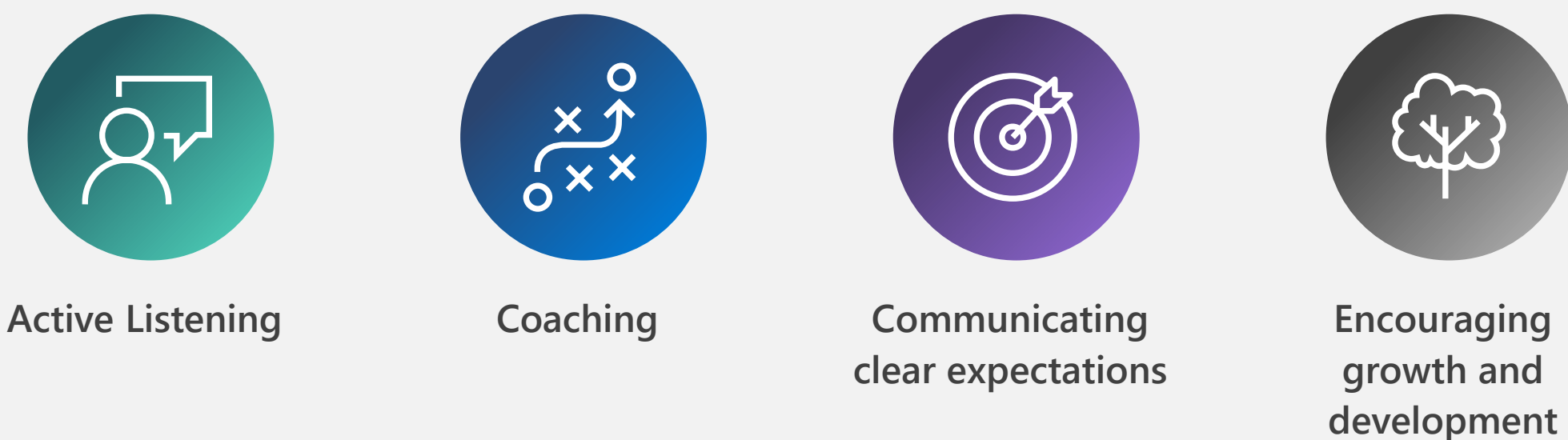
Harvard Business Review-Analytics Services report Peak Performance: How Combining Employee Engagement and Performance Management Fuels Organizational Success 2019.

Three ways to invest in employee engagement and performance

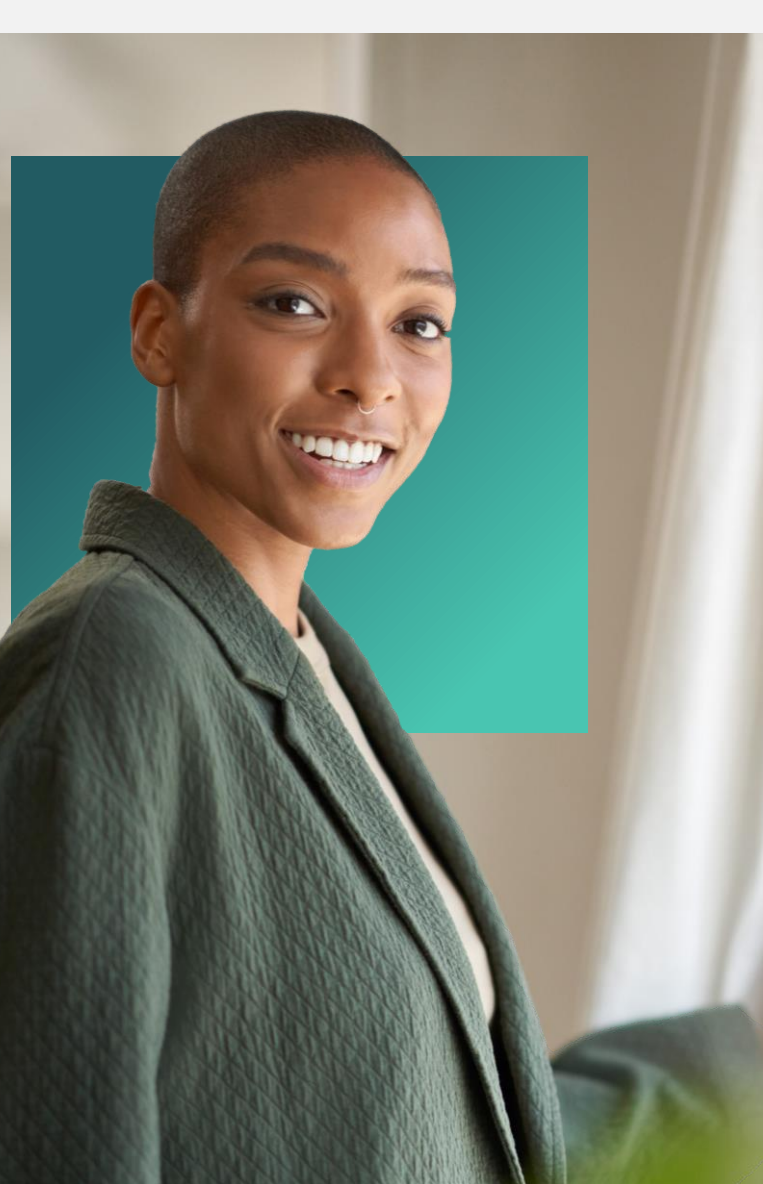
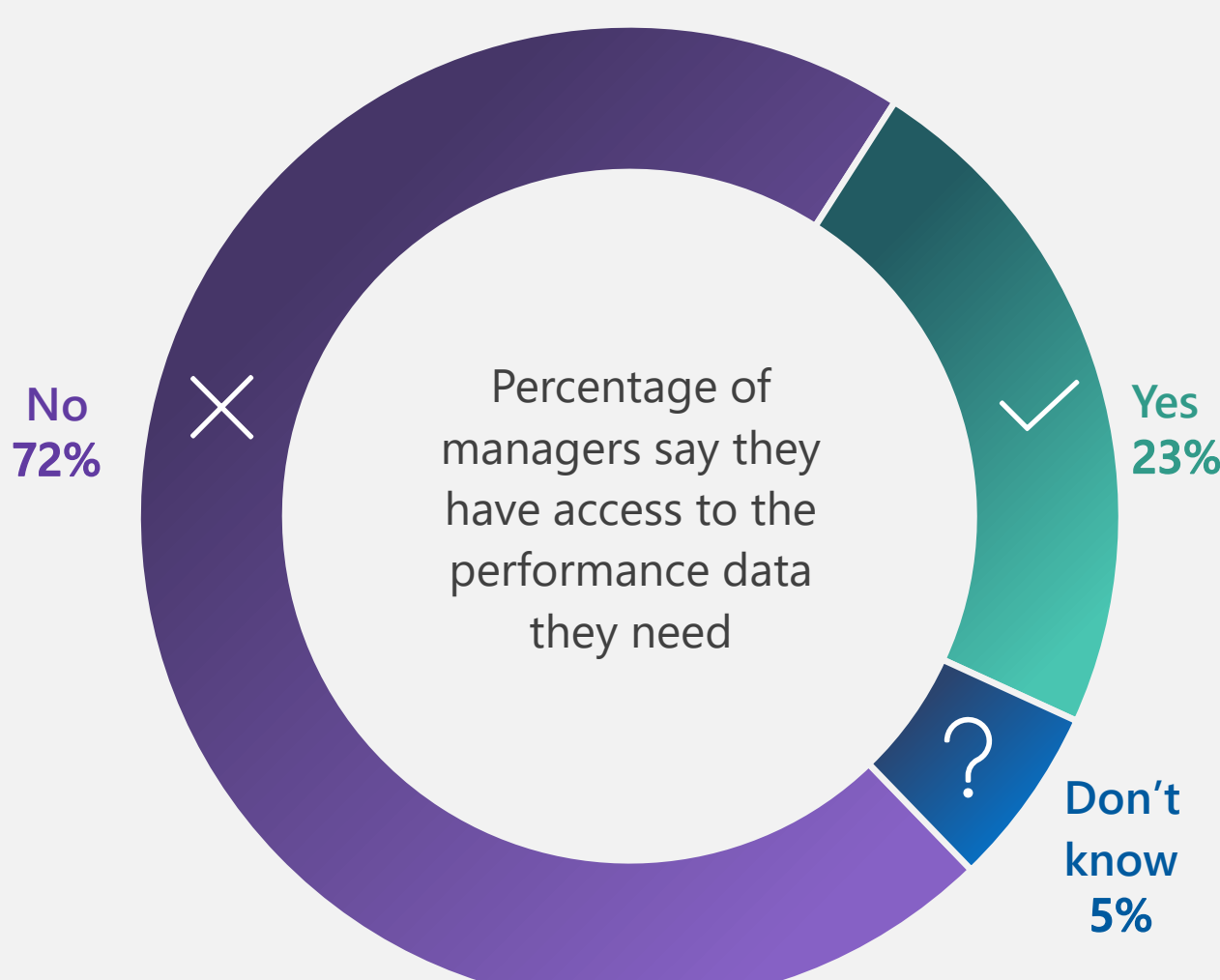
1 Talk about employee engagement at leadership and management levels.
Leader organizations are nearly twice as likely as followers and four times as likely as laggards to discuss employee engagement at management meetings or at every other meeting.
% of business leaders who say they frequently discuss employee engagement at management meetings



2 Provide managers with leadership training
Leader organizations are nearly twice as likely as followers and four times as likely as laggards to discuss employee engagement at management meetings or at every other meeting.
Top 4 manager-training areas at leading organizations:



3 Give managers access to the data
The majority of organizations surveyed said it is very important to have access to data to understand what motivations and engages their employees, but less than a quarter actually have access to the data they need.



When organizations take these steps, they're investing in their employees and increasing their likelihood of long-term business success.

Learn more at <https://aka.ms/VivaGlint>

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