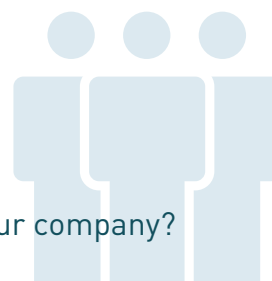




# Employee Engagement Analysis - EEA



- Have you captured the hearts and minds of your employees?
- Has employee productivity and / or input to innovation lagged?
- Are employees engaged uniformly across all levels and departments within your company?
- Do you have a prioritized plan to improve employee engagement?
- Do you have survey results but are struggling with turning them into action?



**Improving Employee Engagement is more than doing a survey.** The process includes defining what drives employee engagement (a survey), conducting analysis and developing highly actionable recommendations based on best practices and turning plans in to action.

We will tailor our approach to what works for you as follows:

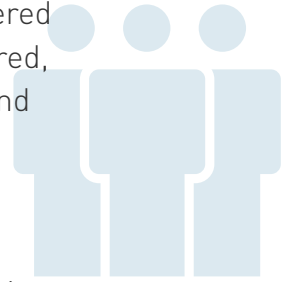
Survey Inputs	Analysis and Recommendations
WMEP Customized EEA Survey (with analysis and recommendations).	WMEP administers the customized WMEP EEA survey, analyzes data and makes recommendations based on best practices.
WMEP Standard EEA Survey (with analysis and recommendations).	WMEP administers the standard WMEP EEA Survey, analyzes data and makes recommendations based on best practices.
Company has their own employee engagement survey. Seeking an independent, confidential third-party for survey administration and analysis.	WMEP administers the client's employee engagement survey, analyzes data and makes recommendations based on best practices.
Company has survey data from a previously administered non-WMEP survey. Looking to turn survey data into action.	WMEP takes data from client survey, analyzes it and makes recommendations based on best practices.
WMEP Standard EEA Survey (non-customized, w/o analysis and recommendations).	WMEP administers the survey and compiles the results for your interpretation. No analysis or recommendations based on best practices.

**The Employee Engagement Analysis -EEA tool** is a diagnostic tool (which can be customized) that profiles the organization and overall across the following nine key employee engagement factors:

- Leadership/Management
- Vision/Values
- Pay/Rewards
- Employee Benefits
- Communications
- Work Environment
- Teamwork
- Career Development/Training
- Customer Focus

# Human Capital Services

The **WMEP Employee Engagement Analysis – EEA** is typically administered to all company employees via survey software. Once responses have been gathered, the results are validated through a facilitated session with employees. Results and recommendations are then reviewed with the Leadership Team.



## EEA – benefits include:

- A data driven, objective approach to employee engagement. Quantitative and qualitative response summaries and scores give you a complete view of employee engagement
- An Employee Engagement Report that defines Gap Identification and Prioritization
- Recommendations for Increasing Employee Engagement/Value Drivers
- Development of an EEA Gap Action Plan
- Improved Employee Engagement can provide a sustainable competitive advantage



## Key Human Capital services available from WMEP include:

- Talent Management/ Workforce Planning
- Employee Engagement and Retention
- Succession Planning
- Organizational Design
- HR Operations and Optimization
- Leadership Development
- Employee Training & Development
- Performance Management Programs
- Change Management
- Executive Coaching

**It's as simple as a conversation with a WMEP Human Capital consultant, who will work with you to determine the right path toward maximizing the impact on your business.**

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