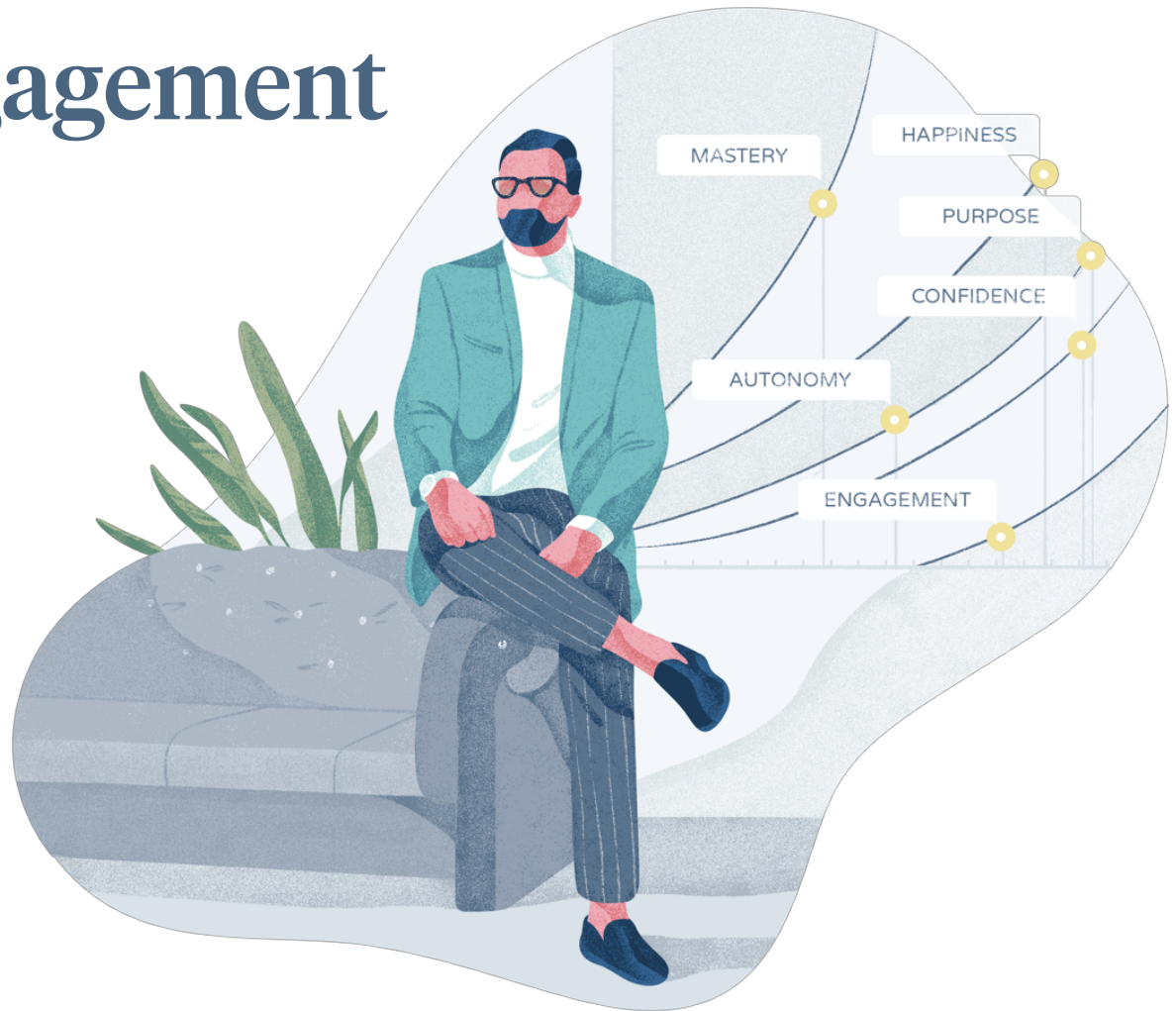


Americas Engagement Epidemic

Our Challenge and Opportunity



Special Thanks to:



bendyp.org



Leadership
BEND

FIND YOUR IMPACT

<https://bendchamber.org/leadership-bend/>

Goal

That each of us would understand our collective responsibility around creating engagement and leave with practical examples and action steps to begin making a difference today.

Agenda

1. America's Engagement Epidemic
2. Panelists
3. Table Discussions
4. Q + A

Our Challenge and Opportunity

Engagement across our working population

90,000 Hours

The average amount of hours an individual will work from 18 - 67. (Calculated at 40 hour workweeks)

150 Million

The current amount of US Citizens in the workforce. (according to 2019 statistics)



France

+



Germany

605 Billion

The amount disengaged employees cost the U.S. each year in lost productivity.

33%

Engaged: Employees are highly involved in and enthusiastic about their work and workplace. They are psychological "owners," drive performance and innovation, and move the organization forward.

51%

Disengaged: Employees are psychologically unattached to their work and company. Because their engagement needs are not being fully met, they're putting time - but not energy or passion - into their work.

16%

Actively disengaged: Employees aren't just unhappy at work - they are resentful that their needs aren't being met and are acting out their unhappiness. Every day, these workers are potentially undermine what their engaged coworkers accomplish.

5 Myths about Engagement

It's all the Millennials Fault.

Employee Engagement by Generation

ENGAGEMENT
PERCENTAGE

Millennials
(Born 1980 - 2006)

31

(35% of the workforce)

Gen Xers
(Born 1965 - 1979)

33

(33% of the workforce)

Baby boomers
(Born 1946 - 1964)

35

(25% of the workforce)

**It's the HR departments Job
to increase engagement.**

Employee Engagement by size of Workforce

	ENGAGEMENT PERCENTAGE
Less than 25 employees	41
25 to less than 500 employees	31
500 to less than 1000 employees	33
1000 to 5000 employees	30
5000 or more employees	29

**Disengagement only occurs in
entry level positions.**

Employee Engagement by Education Level

	ENGAGEMENT PERCENTAGE
High school or less	34
Some college	33
College Graduate	31
Post graduate	33

Engagement will increase if we have ping pong tables and free cold brew coffee at work.

Top 10 Benefits to build High Engagement

- 1** - Adequate pay to match value
- 2** - Retirement Plan
- 3** - Health Insurance Plan
- 4** - Paid Vacation
- 5** - Paid Leave
- 6** - Flexible working times and locations
- 7** - Opportunities and support to advance skills
- 8** - Profit Sharing or Bonuses
- 9** - Flextime
- 10** - Pension Plan

**Improving engagement doesn't produce
any real business outcomes.**

Engagement \neq Satisfaction

Benefits of Employee Engagement

Top performing organizations reported these benefits:



**Whose responsibility is it to create
cultures of High Engagement?**

All of ours.

“All Individuals - leaders, managers and front-line employees are responsible for upholding their organization’s culture and raising its overall level of engagement and performance”

- *State of the American Workforce*
Gallup, 2017

Defining Engagement

3 key Areas

01

Autonomy

I want to direct my work and be accountable to my results

02

Mastery

I want to continually get better at things that matter

03

Purpose

I want to be connected to something larger than myself

Our Panelists

Examples of Autonomy, Mastery and Purpose

Our Panelists



Gavin Hepp

Director of Sales and Marketing



James Barry

Director of Learning and Development



Patti Murphy

Employee Experience Director



Table Discussions

Owning our Engagement

- 1. What makes you feel the most engaged in the workplace?**
- 2. What can you do this week to create an environment of autonomy, mastery and purpose in your own work as well as for those who work with you?**

Q + A