



Through Eagles Eyes
VISION BEYOND SIGHT

Dear Diane,

*As an employer ~
how many of your
employees are happy
to come to work?*

*As an employee ~
how happy are you
in your current
position and with
your current
employer?*

*As coaches, we solve
these problems with
you!*

Tom & Diane

Employee Engagement

August, 2008, Transformations e-newsletter
Volume #4



Engagement...

What is "Engagement" and why are we reading so much about it?

Defining engagement as we are using the term means the degree to which employees are committed, loyal and enthusiastic about their jobs and their employer. Recently, we have seen several books specifically about correcting or enhancing employees' level of engagement, and articles about the subject show up regularly these days. We believe that engaged employees increase productivity and therefore the bottom line. Engaged employees tell others about what they do and attract other employees like them to the company. Engaged employees are more pleasant to be around. How do we increase employee engagement levels?

A recent Harris Interactive Poll involving over 23,000 employees holding key functions within their organizations provided stunning findings:

- Less than 40% said they have a clear understanding of their company's goals
- Only 20% cared much about their team's and/or organization's goals
- Only 20% knew how their job helped their company achieve its goals
- Less than 20% trusted their fellow employees or their company
- Some employees admitted to actually sabotaging

their company's performance

In a much broader poll involving almost 2.5 million employees regarding the level of engagement and the effectiveness of management, the answers were even worse.

Using a sports analogy, had this been a soccer team (with eleven members), six players wouldn't know which goal was theirs, eight players wouldn't care, two players would know what position they played and what they were supposed to do, and two players would be out there helping their opponents score. This reminds us soccer parents of the riotous pandemonium in the four- and five-year old beginning soccer leagues. We have to sober up when we realize this is also the current American business scene.



To be fair, different polls produce different results. The Gallop Organization polls regarding engagement show that only about 40% of their employees are disengaged regarding their job and employer. These polls also note that a higher percentage of employees are actively working to their employer's detriment.

We personally have heard many employer representatives say, "It isn't that big of a problem for us". Unless an organization has completed a full engagement assessment skillfully created by firms specializing in the field, how could they possibly know! Most disengaged employees hide their apathy and inefficiency from supervisors. Only the most disgruntled employees show their true colors to management.

The biggest issue to tackle is, once an assessment is completed, and a significant disengagement problem on the part of employees is discovered, what in the world do we do about it?

This is where the greatest benefits of coaching result. The team at Through Eagle's Eyes knows what the truly great organizations do to prevent disengagement issues from festering, and how this fits into a management culture that fosters truly great performance in every aspect and at every level of the company. While every organization is unique, the systems that great companies install to help them meet their performance standards are quite similar. The only surprise is how few organizations actually take the effort to put these standards in place.

In future newsletters, we will continue to cover the important topic of employee performance. Stay tuned.



Assessment Tools Determine Engagement Levels

Workforce Analysis Profile™ is a unique survey designed to measure employees' engagement levels and their total workplace experiences. It also indicates job satisfaction and the work environment of staff members within an organization. Use it today to build a high-performance, fully engaged workforce.

Profiles WorkForce Compatibility™ is a powerful tool which measures critical workplace compatibility information between a manager (executive, director, supervisor, team leader) and their employees. Use it to improve the relationships of every member of your team.

These and other assessment tools are available from
Through Eagle's Eyes, Inc. Call us now to find out more!

574-256-0495.



Upcoming Events

Through Eagles Eyes, Inc. will have a booth at the ***St. Joe County Chamber of Commerce Business Expo*** at the Century Center in South Bend ***Thursday, September 18 from 4:00 to 7:30 pm.*** There is no admission fee but all attendees will need to present a business card at the door. Our booth is #304. Come by and say Hello!

Diane Winn will be presenting ***The Empty Nest*** in September, and a discussion of Eckhart Tolle's ***A New Earth*** at the October, 2008 Retreats of ***Stargazer Retreats***

Learn more at www.stargazer-retreats.com

Check out our website for upcoming events and workshops! New events added regularly.

www.througheagleseyes.com/events.htm

Contact Information

phone: 574-256-0495

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