

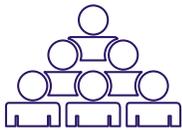


AT A GLANCE...

Employee surveys collect dust without an action plan. Churchill doesn't just hand you a bunch of survey data - we help you make sense of it and transform the insight into practical high impact solutions.

MEASURE AND IMPROVE YOUR EMPLOYEE ENGAGEMENT

WHY SHOULD COMPANIES MEASURE & IMPROVE EMPLOYEE ENGAGEMENT?



Improve Retention



Greater Productivity



Better Outcomes

Why Churchill Uses Gallup's Q12™

Gallup's Q12™ employee engagement survey was developed from decades of in-depth research. Responses from more than 1 million employees, using thousands of questions, were examined to identify the most influential factors affecting employee motivation and productivity on the job. The data is updated annually, giving you a current 3-year industry benchmark. The survey is focused on just 12 engagement questions (plus one on satisfaction) that cover the following elements, which correlate to greater engagement:

- Performance Outcomes
- Customer Ratings
- Profitability
- Productivity
- Turnover
- Safety Incidents
- Shrinkage/Theft
- Absenteeism
- Quality/Defects

Q12 survey and manager effectiveness strategies tie directly to increased:



Productivity
Profitability
Employee Retention

*Gallup's State of the American Workplace

IMPORTANT FACT:

Your people managers account for at least 70%* of the variance in employee engagement scores across your business units. Therefore, you must empower your people leaders with the mindset, skills, and tools to create an optimal engaging environment. They need to be able to have the right type and cadence of employee conversations that sustainably increase engagement.

OUR METHODOLOGY FOR DELIVERING SUCCESS

Churchill provides solutions that empower and equip you and your leaders to sustainably improve employee engagement. Options include:

- Executing the Q12 survey to measure your employee engagement baseline.
- Expert analysis of survey results (Q12 or the one you use) and recommendations, aligned to your goals.
- Identifying and applying the untapped strengths in your leaders and teams - it's the #1 engagement driver!
- Training your leaders, resulting in the right mindset, knowledge, confidence, and tools to increase everyday engagement.
- Building other leadership skills needed, as identified by your engagement results. Examples might include "How to Set Clear Expectations," "How to Provide Meaningful Feedback," or "How to Coach for Growth and Development."
- Executing the Q12 survey again to measure the progress your organization has made.

LET US USE OUR STRENGTHS TO PROVIDE YOU SOLUTIONS TO IMPROVE EMPLOYEE ENGAGEMENT

**Start the engagement conversation.
Contact us today to discuss your needs.**

Solutions@Churchill-LG.com

888-486-8884

WHY CHOOSE CHURCHILL...

- ✓ **Real-world leadership experience.** Our 200+ Executive Coaches, Consultants and Trainers have rich leadership experience in private and public sectors as well as coaching and training certifications.
- ✓ **Strengths-accelerated approach.** Using CliftonStrengths® we accelerate the natural untapped talent in your people, for more authentic and sustainable growth, and to maximize new leadership mindsets, skills and capability.
- ✓ **A focus on outcomes.** We have high standards for our clients, and expect your organization to receive significant benefits from our partnership. As such we have a methodology for measuring results.
- ✓ **Global footprint.** Churchill's team is diverse with experts across North and Latin America, Europe, Middle East and Asia-Pacific. We can scale delivery to meet your regional and cultural needs.
- ✓ **An agile and flexible partner.** Through building a high trust partnership we meet you where you are, to provide you what you need. We collaborate to deliver constant improvement and a laser focus on your unique needs.

6X

more likely to
be engaged on
the job

12.5%

greater
productivity

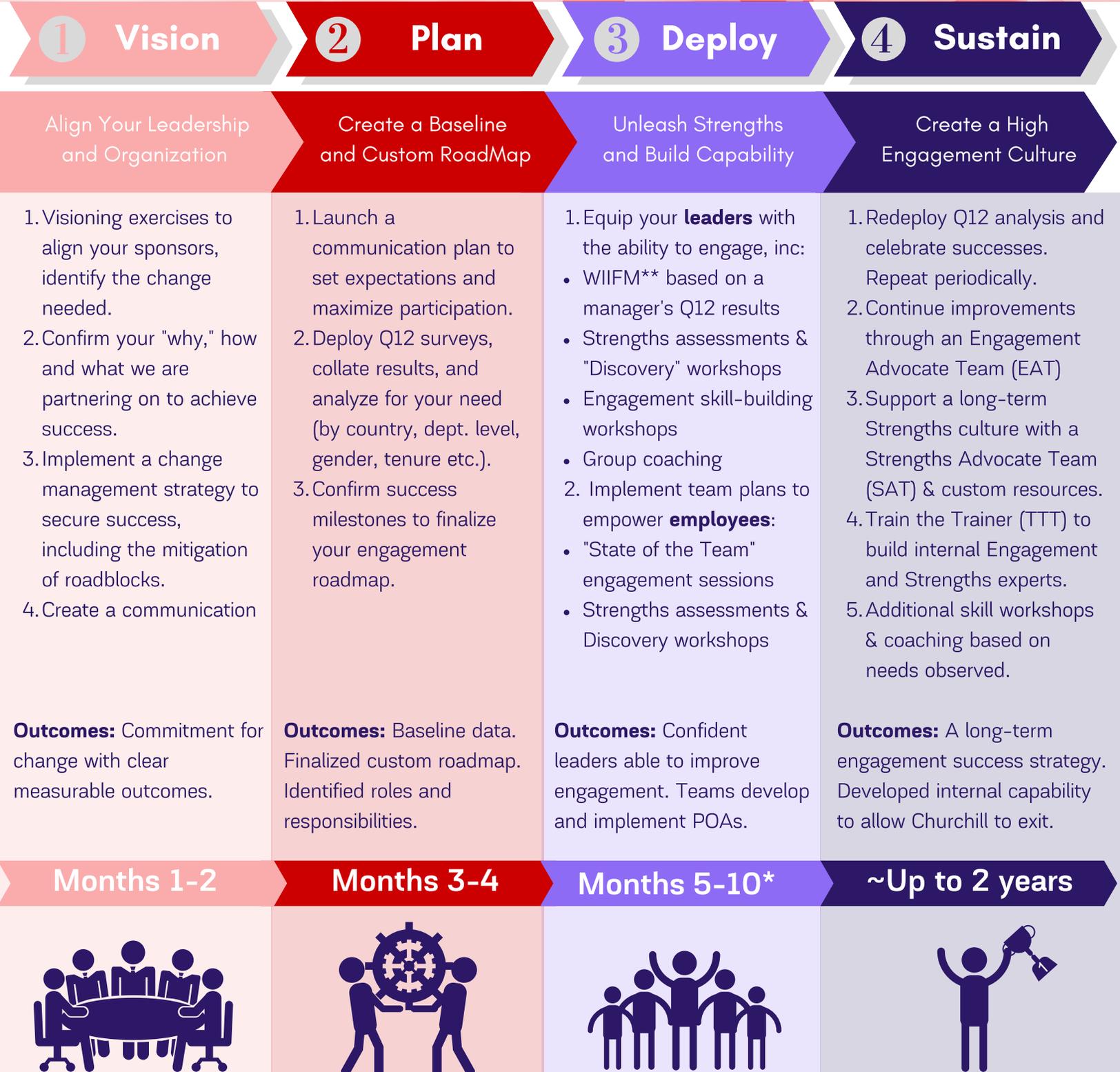
8.9%

greater
profitability

*Source: Gallup Ongoing Workplace Research 2012



A Churchill Multi-Phase Roadmap to Improve Employee Engagement*



*Sample roadmap will be tailored to the needs of each team and organization **WIIFM = What's in it for me!