

ENGAGEMENT SNAPSHOT

EMPLOYEE ENGAGEMENT SURVEYS FOR SMALL AND MIDSIZE ORGANIZATIONS

Employee engagement is a top priority for CEOs and HR leaders around the world. It is widely acknowledged that an engaged workforce leads to a more productive environment and higher financial returns. Yet, according to the 2017 Mercer Talent Trends study, executives aren't getting the type of engagement information they value that can inform their employee engagement strategy overall.

Mercer | Sirota Engagement Snapshot measures employee engagement using a proven, research-driven model. Leveraging more than 40 years of experience in employee research, this survey instrument is delivered online and uses a set of predefined dimensions and items to get at the validated drivers of engagement.



Because employee **performance** (productivity, results) is the combination of individual **talent** (capability, likability, drive) and **engagement** (pride, motivation, commitment), the best way to maximize talent is to ensure people are **engaged**. By measuring engagement, Mercer | Sirota Engagement Snapshot helps identify opportunities to improve the performance potential of your talent.

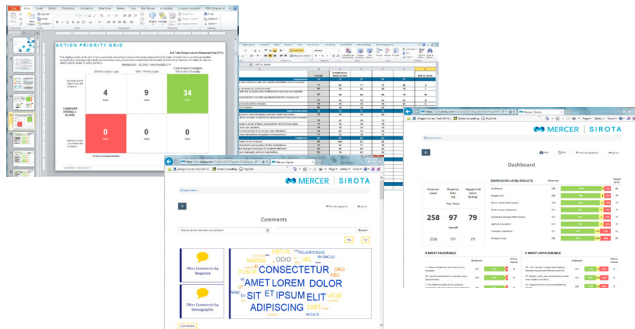
Mercer | Sirota Engagement Snapshot includes:

- Planning, administration and reporting completed in as little as one month
- Preselected set of 49 closed questions and 2 open-comment questions based on the Mercer | Sirota Dynamic Alignment Model (see illustration)
- Validated measures of engagement, alignment, enablement and innovation
- Surveys available in 18+ languages
- Real-time results and response-rate tracking
- Benchmarking via Mercer | Sirota's robust normative database
- Dynamic, real-time interactive results dashboards with export capabilities
- One-hour consultant-led executive presentation of survey results and key action priorities



SAMPLE DELIVERABLES (POWERPOINT, EXCEL AND ONLINE)

Mercer | Sirota Engagement Snapshot delivers actionable reports to you, your managers and your leadership in online interactive formats as well as in PowerPoint and Excel.



MERCER | SIROTA DYNAMIC ALIGNMENT MODEL

Serving as the framework for survey development, the Mercer | Sirota Dynamic Alignment Model fosters high performance by aligning strategy, leadership, employees and managers.



CONTACT

For more about Mercer | Sirota Engagement Snapshot and all our employee research solutions, contact us at info@sirota.com or visit us at www.sirota.com

HOW ENGAGEMENT CAN DRIVE PERFORMANCE

- At a financial services company: Modest increases in employee attitudes were linked to **\$500 million** in asset growth and **\$28 million** in revenue due to increased customer satisfaction.

- At a government contractor: Engineers' overall satisfaction ratings explained **22%** of the differences in site turnover rates.

- In retail: Stores in the top tier of employee customer focus scores increased sales by **10%** more than stores in the bottom tier.