

Employee Engagement Solutions

The Business Problem

We know engaged employees who wholeheartedly give discretionary effort, help the organization succeed. But traditional employee engagement surveys only measure group engagement issues, ignoring the individual data that is crucial to engagement and assuming that only managers are responsible for employee engagement outcomes. This approach is doomed to fail because engagement is a shared responsibility between the employee and the organization.

Engagement is a Shared Responsibility

Now you can measure the intrinsic behavioural factors that drive individual engagement for each employee.

- Place employees in roles that are engaging
- Identify gaps between important employee expectations, supporting behaviours and current fulfilment levels
- Facilitate the essential communication between an employee and their manager
- Foster a shared responsibility for engagement
- Create a culture of engagement and high performance

Align employee Intrinsic factors with organizational Extrinsic factors to maximize engagement.



HARRISON® assessments

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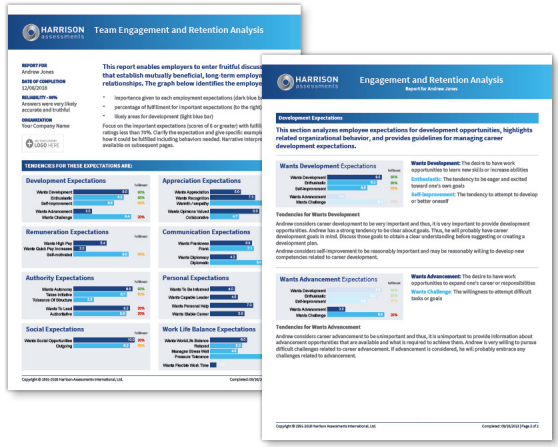
Employee Engagement Solutions

Harrison's Unique Solution

Predict performance, engagement and retention by matching proven job specific success factors to individual competencies, employee needs and engagement factors.

- Provides eight Engagement Metric categories
- Assesses at the Individual, Group, and Organization levels
- Provides detailed Reports and Dashboard
- Includes actionable Expectation Analysis
- Aligns Engagement Strategies with Employee Expectations
- Initial 25 minute SmartQuestionnaire and Pulse Checks in under 5 minutes



Create a Culture of Engagement

Harrison Assessment's Engagement & Retention Analysis provides you with actionable data, based on leading indicators of employee expectations, to plan and align optimal strategies that will motivate employees at the individual, group and organization levels.

Use Harrison's unique engagement technology to help you assess your employee's expectations regarding the following eight essential Engagement metrics:

- Development
- Remuneration
- Authority
- Social
- Appreciation
- Communications
- Personal
- Work Life Balance

Harrison Talent Life Cycle Solutions

Harrison Assessments uses predictive analytics to help organizations acquire, develop, lead and engage their talent. This comprehensive Talent Decision Analytics provides the intelligence needed throughout the talent life cycle to build effective teams and develop, engage and retain key talent. Contact us to learn how we help organizations make great decisions.



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