Cracking the Code

The Value of Employee Engagement

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Agenda
Group Activity - Rock, Papers, Scissor + Cheerleaders
Why is WORKSITE Employee Engagement IMPORTANT?
Definition: Engagement

*Engagement* is more than just participation; it aims to involve employees in healthy business culture, increase enthusiasm for work, and inspire positive action to further the organization's reputation and interests.
Lack of Engagement

A poll by Gallop indicates, only about 33% of the workforce in the United States is engaged in the work they are performing. Additionally, low employee engagement is directly correlated with dissatisfied customers.
Engagement is a mechanism by which organizational culture change can positively shift.
Why is WORKSITE Health Equity, Well-being & SAFETY IMPORTANT?
Those who experienced discrimination at work were two times as likely to report illness/injury/assault.
Work-related disabilities by age and race

- White
- Black
- Hispanic
- Hispanic foreign born
- Asian
- Other

Age 50-64 vs Age 18-29
Lost of Productivity from Absenteeism Costs Employers

$225.8 Billion
($1,685 per employee)
Annually in the US
92% of working adults spend at least 45 hours at work each week....

That’s more time than eating, sleeping, or communing with family and friends.

This makes the workplace an ideal place to tackle workplace health equity, well-being and safety issues.
Health Equity Strategies

Regardless of background or job status, extending the reach of programs positively conveys an organization’s value of health.
Health in All Policies

1. Complete Neighborhoods
2. Public Health
3. Family Support (Adult & Child Care)
4. Healthy Food
5. Good Schools
6. Recreation & Open Spaces
7. Economic Opportunity
8. Universal Design (Accessibility)
9. Public Transit & Active Transportation
10. Healthcare
11. Fair Justice System
12. Information Technology
13. Green & Sustainable Development
14. Affordable & Quality Housing
15. Safe Public Spaces
16. Quality Environment
17. Community Oriented Media

Health Linkscertified.org
Managers who are thriving in four or more of the five well-being elements -- purpose, social, financial, community and physical -- are two times more likely to be engaged than managers who are thriving in three or fewer well-being elements.
Steps to Workplace Health Equity

- Leadership
- Voice
- Inclusiveness
- Communication
- Evaluate
- Peer Support
Leadership Support

- Model
- Commit
- Relationship
- Awareness
Success Story: SummitCove.com
Employee Input and Voice

- Collect Feedback
- Voice of the Employee
- Share Insights
- Improve
- Measure Results
- Analyze

Give your Employees’ a Voice
Success Story: Town of Frisco
Be Inclusive

- Communication
- Needs and Interests
- Background
- Reach
Success Story:
Summit County Government
Communication

- Transparency
- Communication Plan
- Leverage Events
- Rule 3/7- frequent, positive, and concise
- Branding
Success Story: Town of Breckenridge
Evaluate

- Policy Adherence
- Participation
- Satisfaction and/or Attitude Change
- Adapt
Success Story: Ariel Clinical Services

My Goal Progress
Annual Goal = 100 Points

My Health
My Safety
My Knowledge
My Community
My Challenges

TOTAL POINTS EARNED
5
Peer Support

- Encouragement
- Champions
- Clubs/Challenges
Success Story:
Family Intercultural Center Resource Center in Summit County
Through the Health Equity Lens
Inclusiveness
Telecommuting
Success Story:
The voice of employees
Positive Workplace Relationships

Why positive workplace relationships are important and how to promote them in your own workplace
QUESTION
Strengthen

Morale, Retention, Productivity, Teamwork
Relationships in the workplace

- Relationships with **coworkers** is **the** top driver of employee engagement

77% According to the SHRM 2016 Employee Job Satisfaction Survey.
Relationships in the workplace

- Relationships with immediate supervisors is another driver of employee engagement.

74% SHRM 2016 Employee Job Satisfaction Survey
The reason most companies fall short on the engagement front is a lack of focus on human relationships.
Workplace Relationship Spectrum

Credit: Bonfyre
Why is relationship-centric workplace importance?
Relationship Centric Workplace
“Do you have a best friend at work?”
Why does Gallup ask this question?

▲ Performance

▲ Holistically: what's happening in the workforce?
If companies increase the ratio of employees who have best friends at work, they could experience:

- Fewer Safety Incidents
- Increased Customer Engagement
- Increased Profit

Gallup Why We Need Best Friends at Work
Strategies to begin developing a more relationship-centric workplace

- Interaction
- Social Tools & Technology
- Culture
- Recognition
- Input
- Diversity
Invest in Face-to-Face Interaction
Improve Relationships with Social Tools and the Right Technology
Exemplify the Culture You Crave
Offer Recognition Frequently
Consider Employee Input
Address Diverse & Growing Needs
Change must first be demonstrated by an organization’s leaders before employees feel comfortable joining in.
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- Culture
- Leadership
- Reach
- Relationships
- Evaluation
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Questions:

1. How do you personalize your employees’ experiences in the workplace?

2. What are some barriers that an organization might run into when their programming supports health equity?

3. What are some cost effective ways to include all employees in programming?
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