

Driving Employee Success in a Dynamic Business Landscape

2023 EMPLOYEE ENGAGEMENT TRENDS



Meet The Speakers



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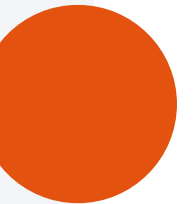


Agenda

01 WHAT IS EMPLOYEE SUCCESS?

02 HIGHLIGHTS FROM 2023 TRENDS

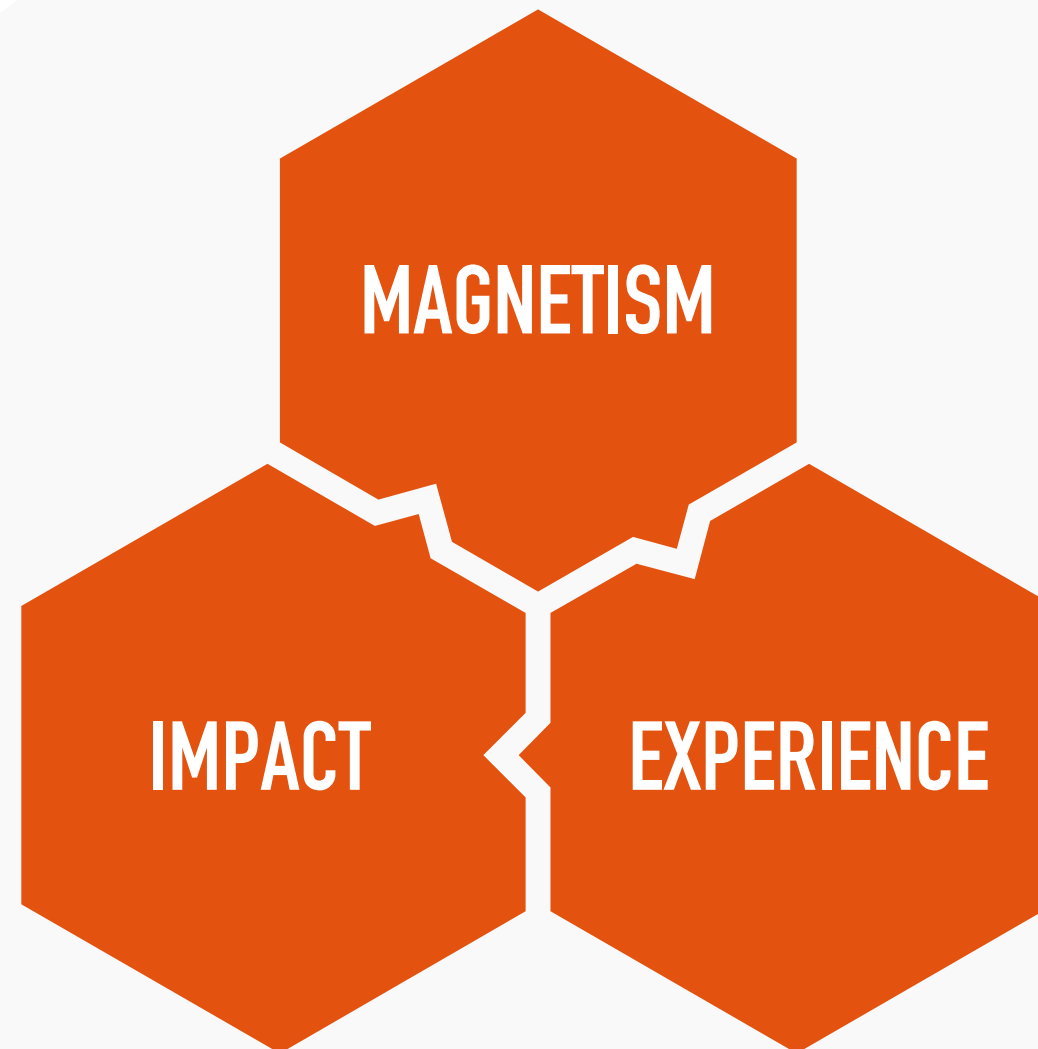
03 Q&A



What is Employee Success?

Employees want to stay — and talent wants to join. You have a magnetic culture that attracts the best and keeps the best.

Your employees and teams are high performing. They understand the role they play in helping the company achieve success.



Your employees have an engaging experience. You understand, validate, and improve upon what matters most.





Driving Employee Success

Expert insights to help your organization thrive in an ever-changing business landscape

REPORT
EMPLOYEE
ENGAGEMENT
TRENDS 2023

New! 2023 Trends Report

Driving Employee Success in a Dynamic Business Landscape





TREND #1

Rebuilding Trust

What's behind the trust gap and how can people leaders work to rebuild trust in their organizations?

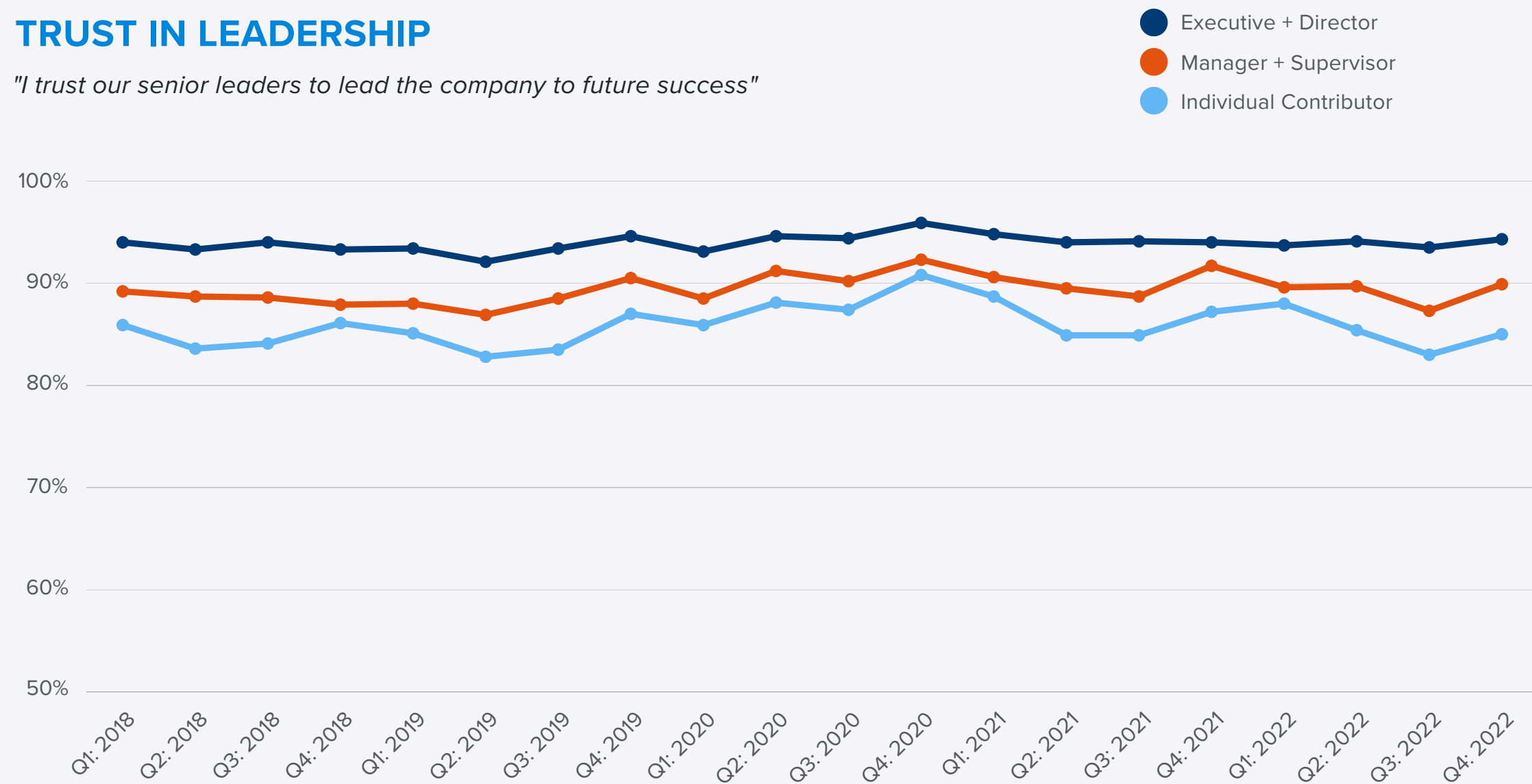


TREND #1

Rebuilding Trust

TRUST IN LEADERSHIP

"I trust our senior leaders to lead the company to future success"



Source: Quantum Workplace Best Places to Work database, 2022





TREND #2

Investing in Employee Engagement

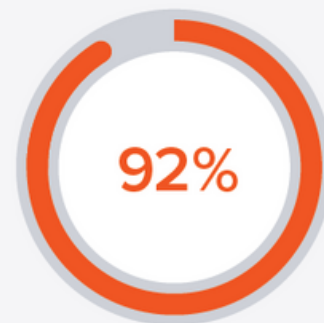
Why should organizations focus on investments in employee engagement during a challenging economy?



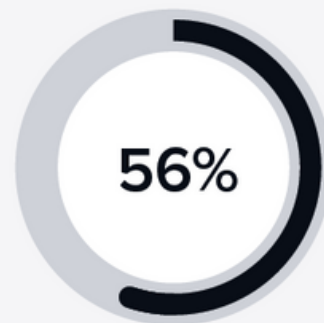
TREND #2

Investing in Employee Engagement

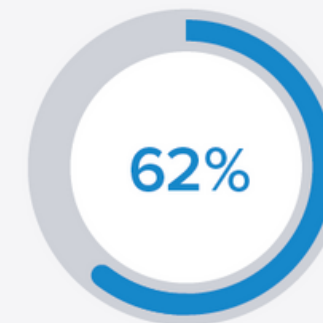
LEADERS AND EMPLOYEES BELIEVE IN THE VALUE OF EMPLOYEE ENGAGEMENT INVESTMENTS



of executives say
**engaged employees
perform better**



of executives say
they've **achieved
positive ROI** from
engagement efforts



of employees say
their organization has
achieved positive results
from its investments in
employee engagement





TREND #3

Inspiring Employee Impact

What advice would you give to a leader worried about productivity?
How do you inspire employees to do their best work?



TREND #3

Inspiring Employee Impact

TOP PERFORMANCE MANAGEMENT DRIVERS OF EMPLOYEE ENGAGEMENT

- 1 If I contribute to the organization's success, I know I will be recognized.
- 2 My performance at work is evaluated fairly.
- 3 My manager regularly provides me with effective feedback that helps improve my performance.
- 4 My performance goals are aligned to our organizational goals.
- 5 I am empowered to decide how my work gets done.

Source: Quantum Workplace Research Panel, "Engaging Performance Management," Research Brief, 2021





TREND #4

Building a Thriving Culture

How do organizations get started with being intentional and building a thriving culture that translates to remote, hybrid, and workplace environments?



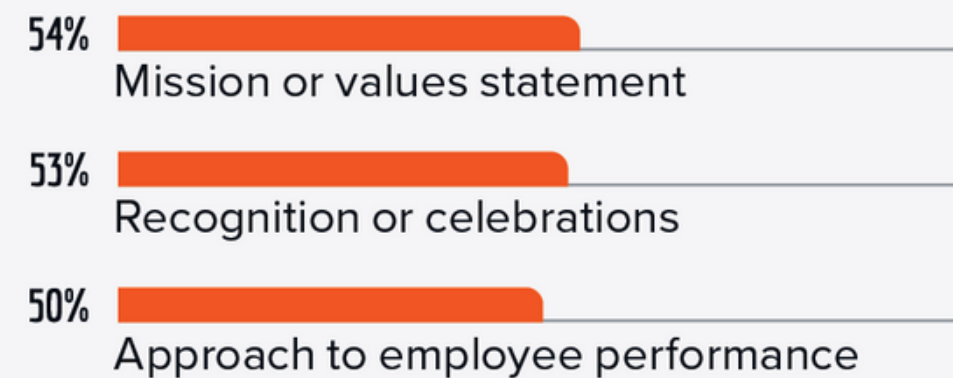
TREND #4

Building a Thriving Culture

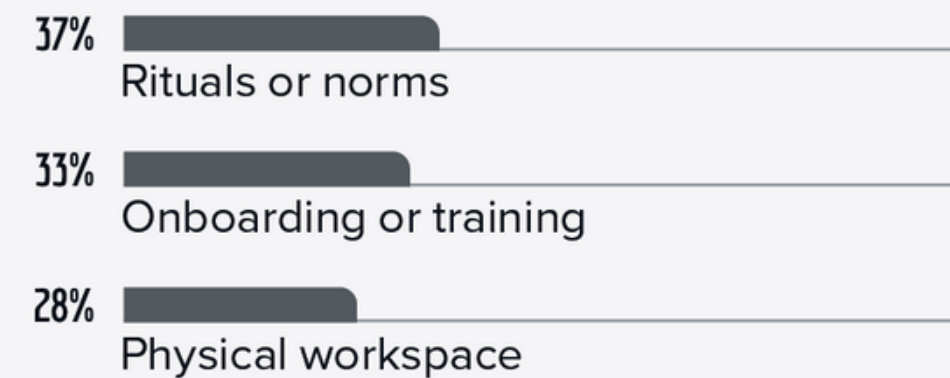
HOW EMPLOYEES FEEL WORKPLACE CULTURE

In which of the following aspects do you feel or experience your organization's culture most strongly?

TOP 3



BOTTOM 3



Source: Quantum Workplace "2022 Organizational Culture Research Report," 2022





TREND #5

Strengthening Organizational Magnetism

Why are employees leaving and what are the building blocks to creating organizational magnetism?



TREND #5

Strengthening Organizational Magnetism

PRIMARY REASONS EMPLOYEES LEAVE



Source: Quantum Workplace "2021 Employee Turnover & Retention Trends," 2021



TREND #6

Leveraging Flexibility

What types of flexibility are employees looking for and how might organizations get creative with what they can offer?

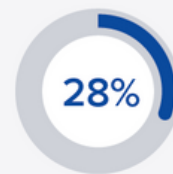


TREND #6

Leveraging Flexibility

EMPLOYEES DEFINE FLEXIBILITY IN DIFFERENT WAYS

Top themes when employees defined flexibility in their own words



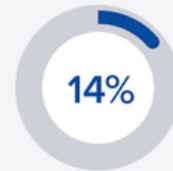
Adaptable

Freedom to adjust work pace or schedule to fit personal commitments (e.g., ability to leave work to pick up children from school)



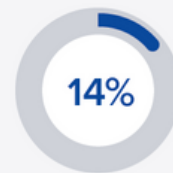
Performance Focus

Trusted to get the job done and to decide when in-person collaboration is needed (e.g., focus is on work output vs. Only physical presence)



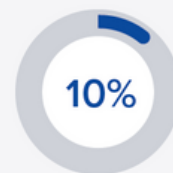
Autonomy

Ability to do the job as you see fit and in the time frame that works best (e.g., ability to adjust daily priorities or work schedule)



Work-Life Balance

Capacity to care for self and family (e.g., organizational culture supports well-being)



Location

Power to determine work location (e.g., ability to choose a remote, hybrid, or office location)



Key Takeaways

- It's always a good time to invest in employee success
- Take a holistic approach: experience + impact + magnetism
- Listen, analyze, and act on what you learn
- Everyone in the organization plays a role
- Stay focused on what matters most
- Reinforce your commitment in the day-to-day





QUESTIONS?

**Download the eBook
in the Resources tab!**

