

## Employee Engagement Programme

It has been statistically proven that Employee Engagement levels have a direct correlation with Business Performance with research showing a 5% increase in employee engagement can add 2.4% to a business's operating margin.(1) Through the following programme we aim to help Companies identify how to achieve greater levels of employee engagement and increase profit levels.

### Who is it for?

This programme is for Companies who want to get the most from their employees. Who recognise the importance of employee involvement to the success of their business and who want to tap into each employees potential.

### Benefits:

#### The Benefits to the Employee:

- ◆ Sense of belonging through involvement.
- ◆ Feeling of being valued and respected.
- ◆ Opportunity to fulfill their potential.
- ◆ Good working environment and positive work culture.
- ◆ Part of a successful business.

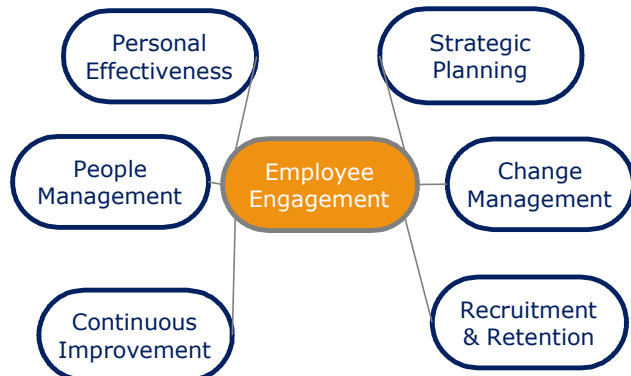
#### Benefits to the Company:

- ◆ Greater commitment from the employees.
- ◆ Better staff motivation and willingness to contribute more.
- ◆ Improved Performance levels.
- ◆ Employee Retention and Attraction of Right People.
- ◆ Better working environment leading to reduction in employee grievances and performance issues.
- ◆ Better ways of working through employee suggestions for improvement.

### Why use Tonic 4 Business?

We have many years experience working for and developing high involvement cultures across different industries and for medium to large organisations. Our approach is specific to the needs of the business, delivered quickly, effectively ensuring return is significantly greater than the investment.

### Areas it Can Support



### How Does it Work?

The engagement programme is tailored to suit the needs of the Company but the general approach is as follows:

- ◆ Diagnosis of Problem / Issue (measure on what we are trying to improve).
- ◆ Climate survey to assess extent of problem on the ground and level of employee engagement.
- ◆ Involved approach to designing new Employee Engagement Model.
- ◆ Implementation and Communication plan to ensure words into actions.

Follow-up process to monitor progress and measure of implementation success.

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