



Employee Engagement: Trends & Practices

Offered by:
Sherwood Trust &
Nonprofit Learning
Center

March 18, 2015

Presented by:
501 Commons &
BMHRA

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partner for philanthropy

Providing quality, affordable services for **Washington State nonprofits** since 1989.





501 Commons' mission is to boost the capacity of nonprofit organizations to thrive over the long term and effectively serve the community.



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**Your mission is to build a better world.
Ours is to help you succeed.**

Nonprofits need solid technology, sound planning, and robust administrative systems. They also need engaged boards, supported staff, and sustainable funding.

501 Commons' programs and services support organizations so they have what they need to make a world of difference.



Request info about our services - from coaching & consulting to finance, HR, & technology



Consultants, best practices, & much more in the Statewide Nonprofit Resource Directory



Your professional skills & expertise volunteered to better our community & beyond





Nonprofit of the Year
by Seattle Business Magazine

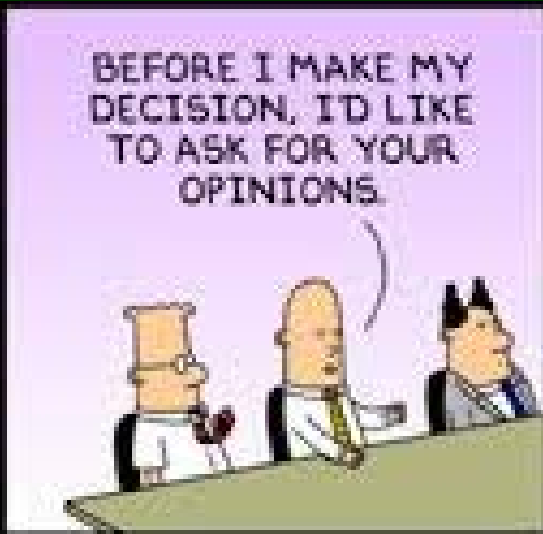
Today's Objectives



1. Learn about the importance of employee engagement
2. Gain knowledge about trends
3. Discover and share best practices

What is employee engagement?





Dilbert.com DilbertCartoonist@gmail.com



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Employee engagement focuses on:



- Employee's ability to make a **meaningful contribution** to the **organization's goals** and **success**
- Employee's **personal satisfaction** in their role

Less than **70%** of employees are engaged in the US

Given the choice, **60%** of employees intend to stay at their current job during next 12 months

81% of *engaged* employees intend to stay at their current job during next 12 months

Studies from Quantum Workplace, Gallup and Blessing White

Engaged employees stay for
what they can **contribute**.

Disengaged employees stay
for what they can **get**.

Blessing White study, 2013

Why **Engaged** Employees **Stay**

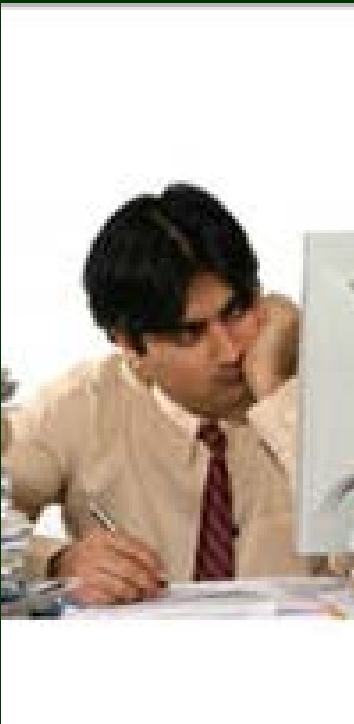


“I like my work.”

“I believe in the organization’s mission.”

“I have significant development or advancement opportunities here.”

Why **Disengaged** Employees **Stay**



“I have significant development or advancement opportunities here.”

“I don’t think there are other job opportunities out there for me.”

“I am comfortable here.”

Why **Engaged** Employees **Leave**



“I don’t have opportunities to grow or advance here.”

“I want to earn more money.”

“I want to try something new.”

Why **Disengaged** Employees **Leave**



“I don’t have opportunities to grow or advance here.”

“I don’t like what I do. It doesn’t make the best use of my talents.”

“I want to earn more money.”

Engagement increases as ...

role gets closer to top of an organization

number of years with organization increases

time in current role becomes an investment

employee gets **older**



Lack of employee
engagement costs the US
economy about
\$370 billion a year.

Gallup study, 2012



What are the
costs of **employee
turnover?**

Lower productivity

Overworked remaining staff

Lost knowledge

50 to 100%

of annual
salary

Temp/interim staffing

Recruitment and interviewing

Training

Key Drivers of Employee Engagement



1. Ethical and trustworthy leadership
2. Interesting and challenging work
3. Relationship with immediate manager
4. Personal relationship with co-workers
5. Opportunities for professional and personal growth
6. Acknowledgement and recognition
7. Autonomy and empowerment

**TREAT
EMPLOYEES
LIKE THEY
MAKE A
DIFFERENCE
AND THEY
WILL.**



Jim Goodnight

HR Toolkit Cohort Program



Offered through the support of the Sherwood Trust

Why?

Lack of effective HR practices impacts nonprofits ability to attract, retain and develop talented employees needed to deliver their mission.

What?

A cohort program which focuses on increasing competency in 5 key HR practices.

5 Key HR Practices

1. Writing clear and objective job descriptions
2. Developing an effective interview and selection process
3. Creating a simple onboarding program for new employees
4. Managing employee performance informally and formally
5. Establishing a process for employee separations



How?

Nonprofits paired with local volunteer HR professionals who offer 12 hours of consulting support to strengthen their HR practices

When?

Mid-April through Mid-June
2 in-person cohort meetings



Outcomes?

Assessment of HR function

Key Issues Report with plan to identify key practice area for cohort program

Tool from one of the 5 key practice areas with plan for implementation



Apply?

Nonprofits submit a Request for Assistance form through 501 Commons website

HR Professional submit resume or LinkedIn profile to yvonne@501commons.org

Due?

March 23, 2015

