EMPLOYEE BENEFITS: ENGAGEMENT AND GROWTH

Presented by Steph Vanous

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Employee Benefits

- Traditional Benefits
  - Full Compensation Package
  - Health Insurance
  - Paid Time Off
  - 401k Match
  - Anniversary Cards
  - Bonus Structure
  - Wellness Programs
“The most impactful benefit you can give your people, is an investment in their growth.”
The Gallup Microeconomic Path

GALLUP
Microeconomic Path
A behavioral economic-based model for organic sales growth

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Community Focused

- Supporting a local non-profit
- Engaged in the community
- Desire to help others
- Part of the company’s mission
Provide Exponential Growth

- Vertical growth
  - Position
  - Salary

- Horizontal growth to expand their knowledge in a particular area
  - Many companies are doing this by providing:
    - Leadership Programs
    - Management Programs
    - Training on specific topics (Generations, Emotional Intelligence)
Measuring Engagement

- Use a third party to administer an engagement survey
- Look for a survey that provides questions on:
  - Multiple competences
    - Communication
    - Teamwork
    - Senior Management
    - Opportunity for Advancement
- Partner with a company that will provide you with recommendations and action items
Performance Reviews

• Stop using your Traditional Review Process. It doesn’t work.

• Find a defined process that:
  • Provides feedback
  • Creates transparency
  • Allows the employee to be involved

• Meet with employee’s regularly
Performance Improvement

- Define the process
- Establishes consistency within the culture of your company
- Creates fairness
- Provides expectations for employees, managers and HR.
- Garners equity in the value talented employees bring to the company.
Questions?

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