

A Holistic Approach to Employee Engagement

Engaging
Empowering
Enabling
Enhancing



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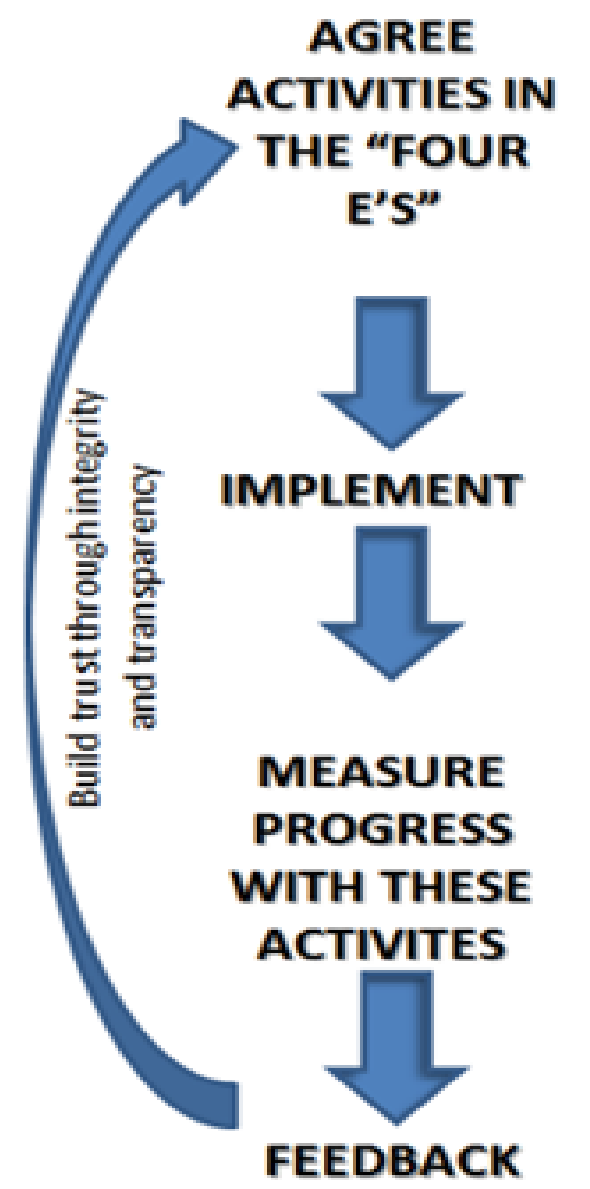
JOY
LEVESLEY

Assoc. Director
O.D.

Agenda

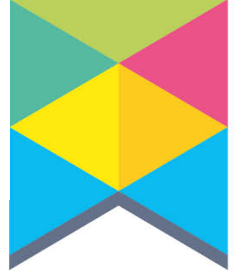


- **An overview of what we do**
- **The positives**
- **The ‘lessons learned’ and ‘even better if’**
- **Q&A**

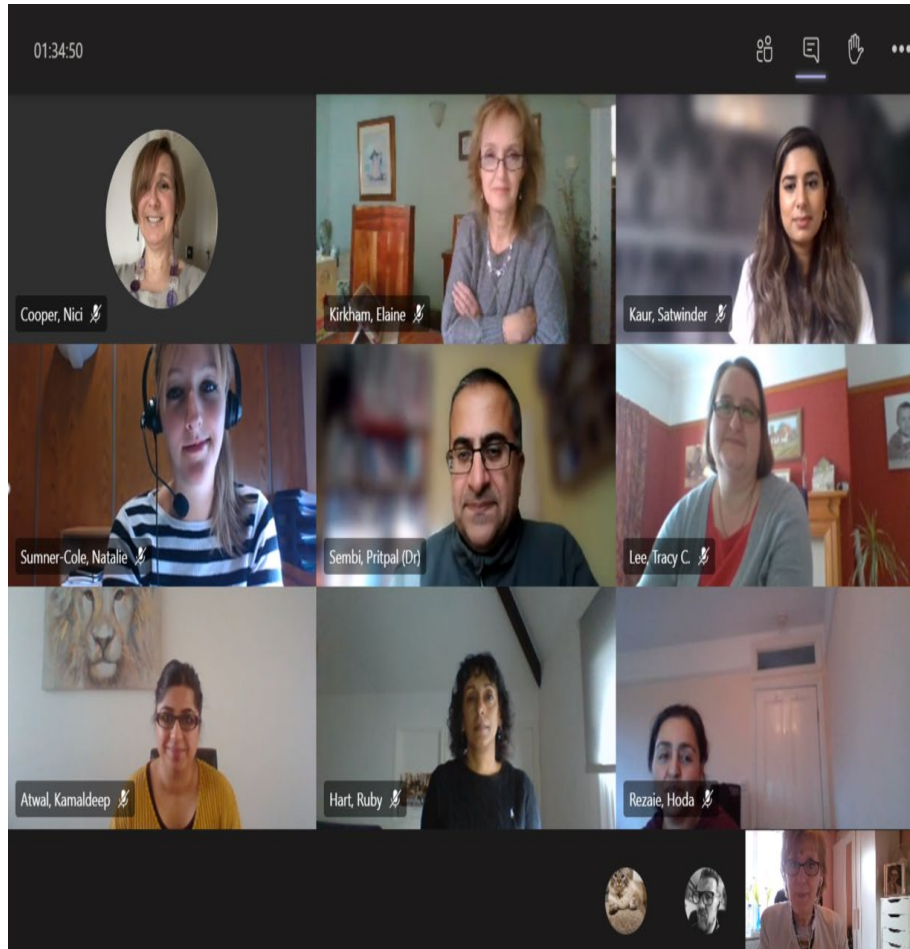
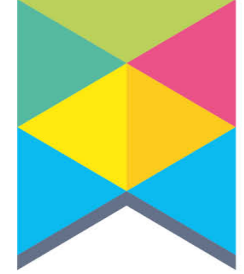


JL **Engaging – employee voice**

Surveys	
UCEA Benchmarking & appraisals	Jan 2019
Internal communication	November 2019
Covid Pulse Survey 1	May 2020
Covid Pulse Survey 2	August 2020
UCEA Benchmarking & health and wellbeing	Oct / Nov 2020
Appraisals (MyDPD)	Jan 2021
Culture	Apr / May 2021



Engaging – Employee Engagement Champions



Who	What
OD	Set strategy and update CMT – Drive collaboration – Overall responsibility.
Engagement Champions	Keep Engagement as 'live' topic – Be the conscience of the Faculty/Directorate - Collaborate
Faculties / Directorates	Agree local actions – Implement University wide agreed actions
HR Business Partners	Providing support and data on engagement topics to help measure progress – Challenge local thinking – Support Engagement Champion

EK **Engaging –Engagement Champions**

WHAT WE BRING TO THE TABLE



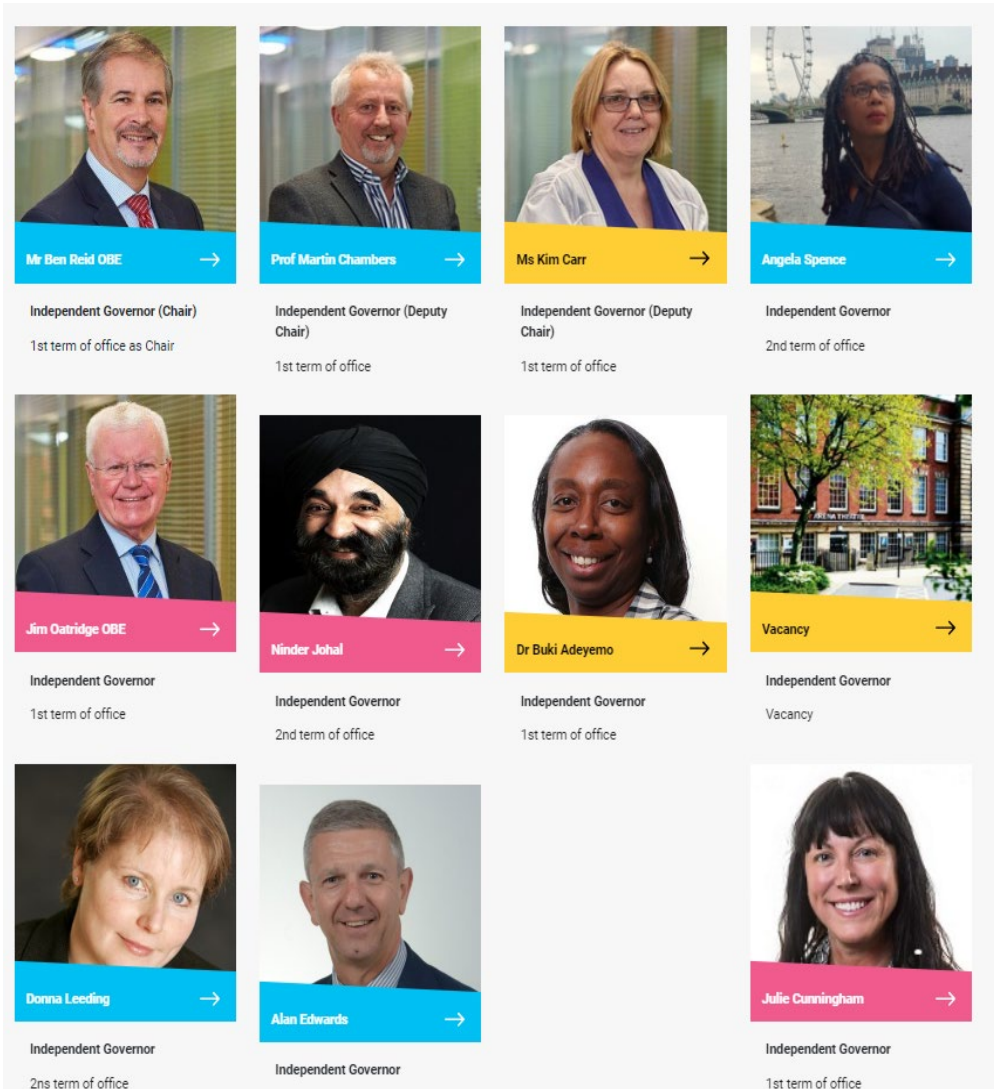
- Benefits to the University
 - Support cascade of information on engagement topics
 - Employee Assistance Programme
 - Benefits
 - Provide continuous feedback in between surveys
 - Bridge between front line and steering committee
- Benefits to Faculty
 - Ensure our voice is heard
 - Involved in designing surveys
 - Provide challenge where it's needed and catalyse for change
 - Support survey completion rates
- Personal benefits

Engaging – Senior Leadership & Governors ‘buy in’



- Guide the strategic direction
 - Identify, prioritise and facilitate the carrying out of University wide actions
- Provide Senior Leadership support
- Monitor engagement activities to ensure that they are fully inclusive and make a positive difference and impact.
- To measure the value added by Employee Engagement activities
- To produce best practice guidelines for all staff surveys in terms of how they should be run and fed back on.

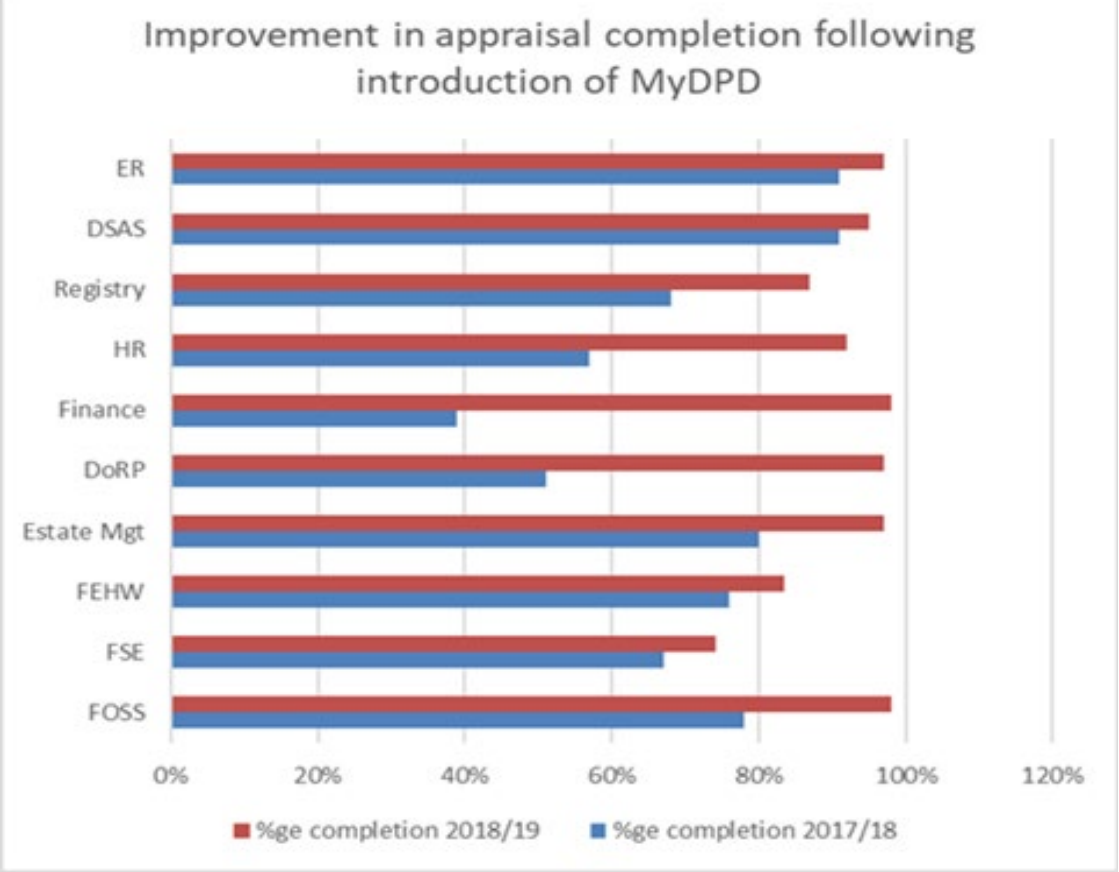
Engaging – Senior Leadership & Governors ‘buy in’



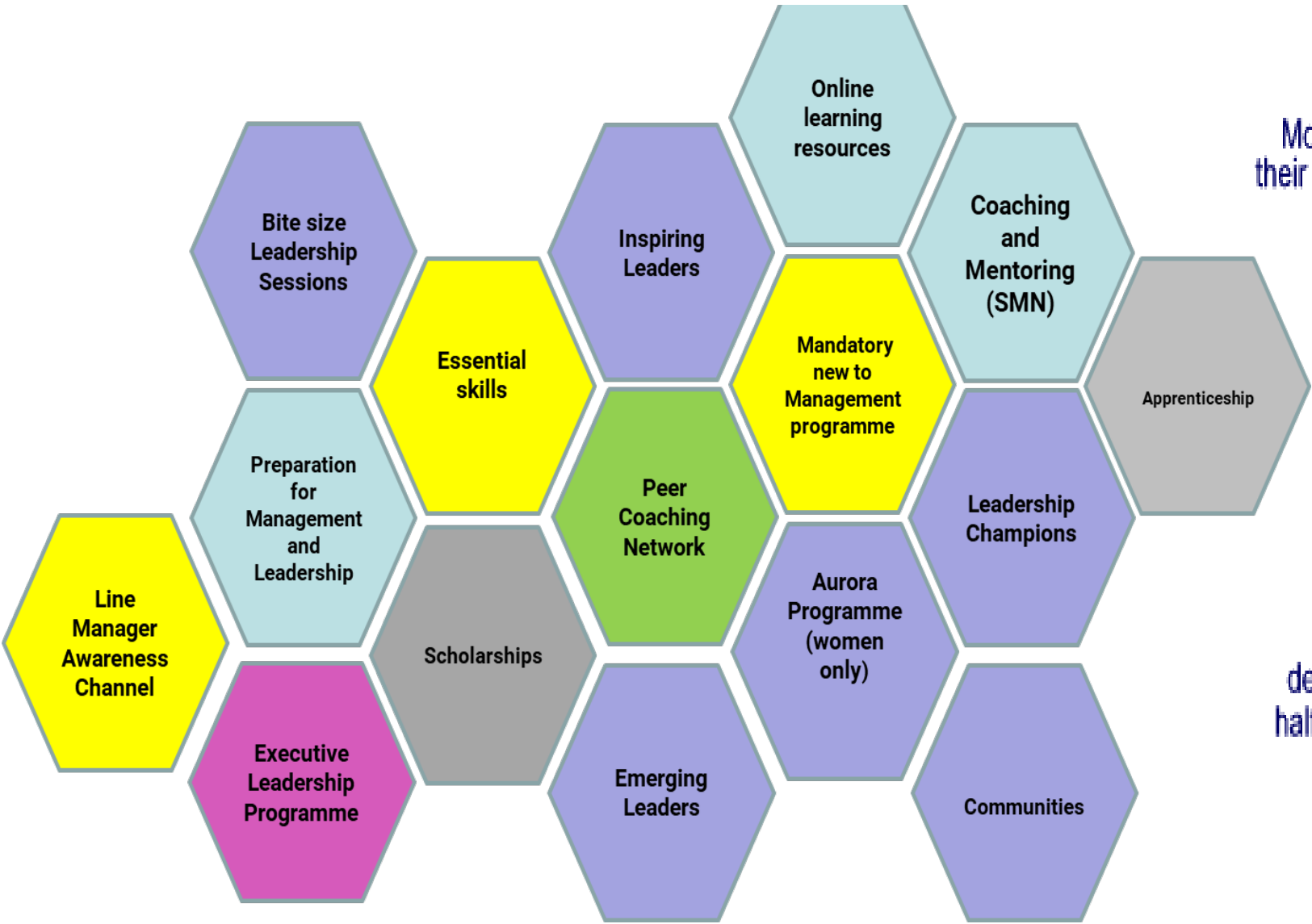
- Employee Culture Assurance Committee
- 1st theme – Employee Engagement
- Response
 - Positives
 - Even better if

Enabling - appraisals

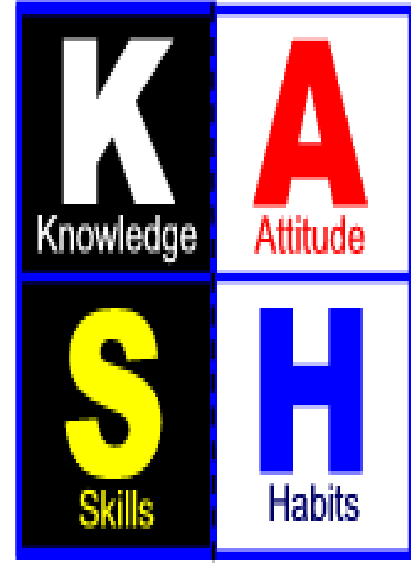
- Managers who manage and develop performance



Enabling – leadership development and TNA's



Most people spend their time and money



Most terminations and business failures are due to weakness in the right half of the KashBox

developing the left half of the KashBox

Empowering – competence and action



- Our new 'Success Framework'
- Local and University wide action planning

What gets measured gets done.

— Tom Peters —



Enhancing



TIME TO

GIVE BACK



Your Health at Work

Mental Health

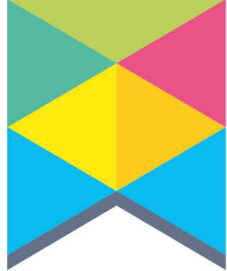
Musculoskeletal

Bereavement

Support



Overall engagement – UCEA Benchmarking scores



			January 2019	November 2020
JOB	I am enthusiastic about my job	Job engagement	60%	61.5%
	I often feel pleasantly immersed in my work	Organisational engagement	54%	61.5%
	My job makes me come alive and feel invigorated			
ORGANISATION	This organisation has a good reputation generally			
	Things this organisation does turn out well			
	I would recommend this organisation to family / friends who are looking for employment within the higher education sector			



UNIVERSITY OF
WOLVERHAMPTON

Lessons learnt

Lessons learnt and ‘even better if’



- Driving local activity through “engagement KPIs”

Lessons learnt and 'even better if'



- What does the culture we are trying to build look like?

Lessons learnt and 'even better if'



- Trust
- Innovation
- Engagement Champion identity

Lessons learnt and 'even better if'



- Communicating the good
- Burying the bad

Questions?