



**leadr**

People  
Development  
Software

# *The ROI Of Employee Engagement*

*A New Way To Measure Your People Development Efforts*

*What could you accomplish  
if every single person on  
your team was **engaged**  
and **growing**?*

**THERE'S A  
TENSION BETWEEN:**

**GETTING THE  
JOB DONE**

**&**

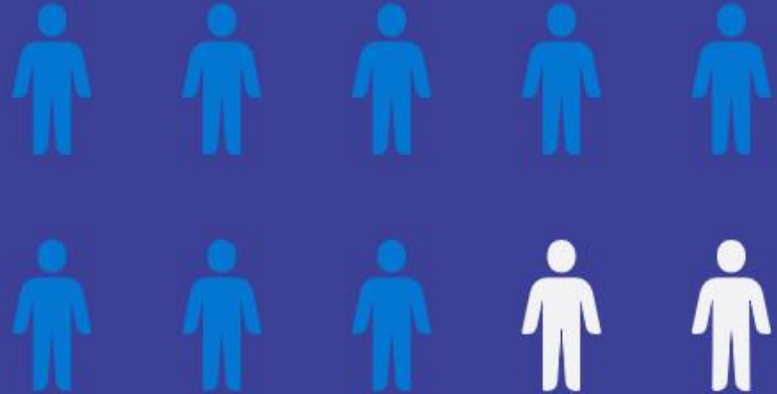
**THE CARE &  
DEVELOPMENT  
OF OUR PEOPLE**



“

*85% of employees  
are **not engaged**  
in the workplace.*

- Gallup



# The Problem

*So what stands in the way?*



1. The Tyranny  
of the Urgent



2. Generational  
Gap



3. Lack of  
Consistent Structure  
& Framework for  
Development



4. Disconnection  
Due to Remote &  
Hybrid Teams



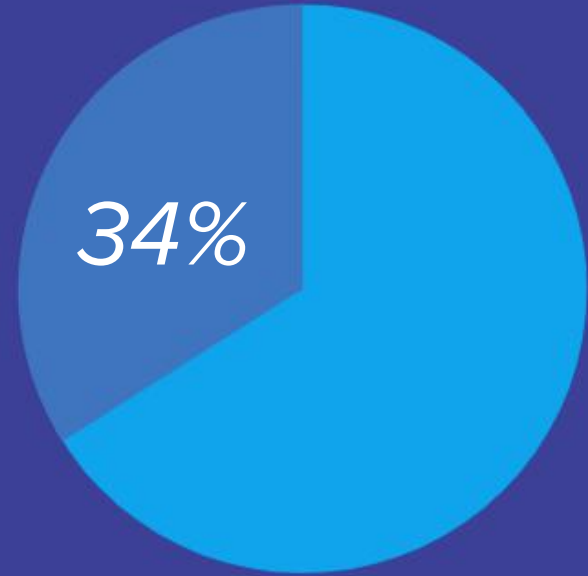
5. Employee  
Burnout



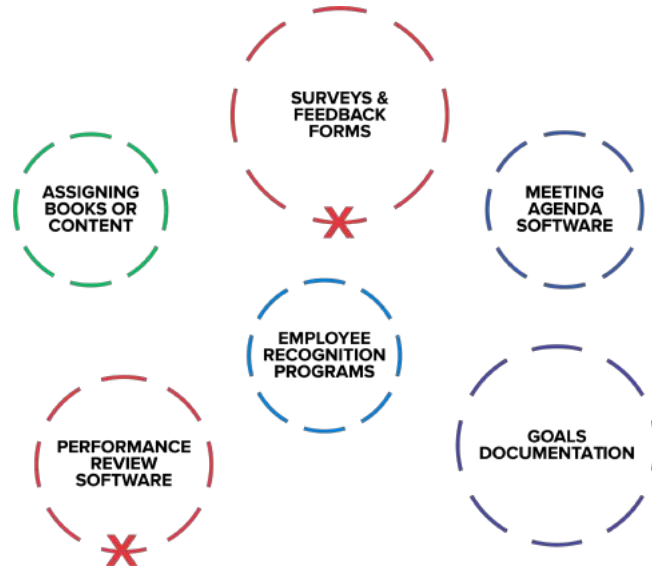
6. Staff  
Turnover

*Disengaged employees cost us **\$3,400** for every \$10,000 worth of payroll.*

*- LinkedIn*



# Compounding the Problem



*Each Team Leader Using A Different, Disconnected Tool...*

*Which makes measuring employee engagement impossible.*

# Leadr's 5 Foundations

*Every Team Member...*



1. Has 1:1 Meetings With Their Manager, at Least Bi-Weekly



2. Understands and Recognizes Their Unique Strengths



3. Receives Frequent Feedback From Their Manager



4. Has Clearly Documented Goals



5. Has a Personalized Learning & Development Plan



# *The Great Resignation*

*55% of American workers are planning to look for new jobs in 2022.*

- CNBC

*Only 24% of employees believe the organization they work for cares about their wellbeing.*

- Gallup

# *4 Ways to Measure Employee Engagement*



## **Maximization**

Am I performing at my best?



## **Clarity**

Do I know what winning looks like?



## **Rapport**

Do I trust my leader and my teammates?

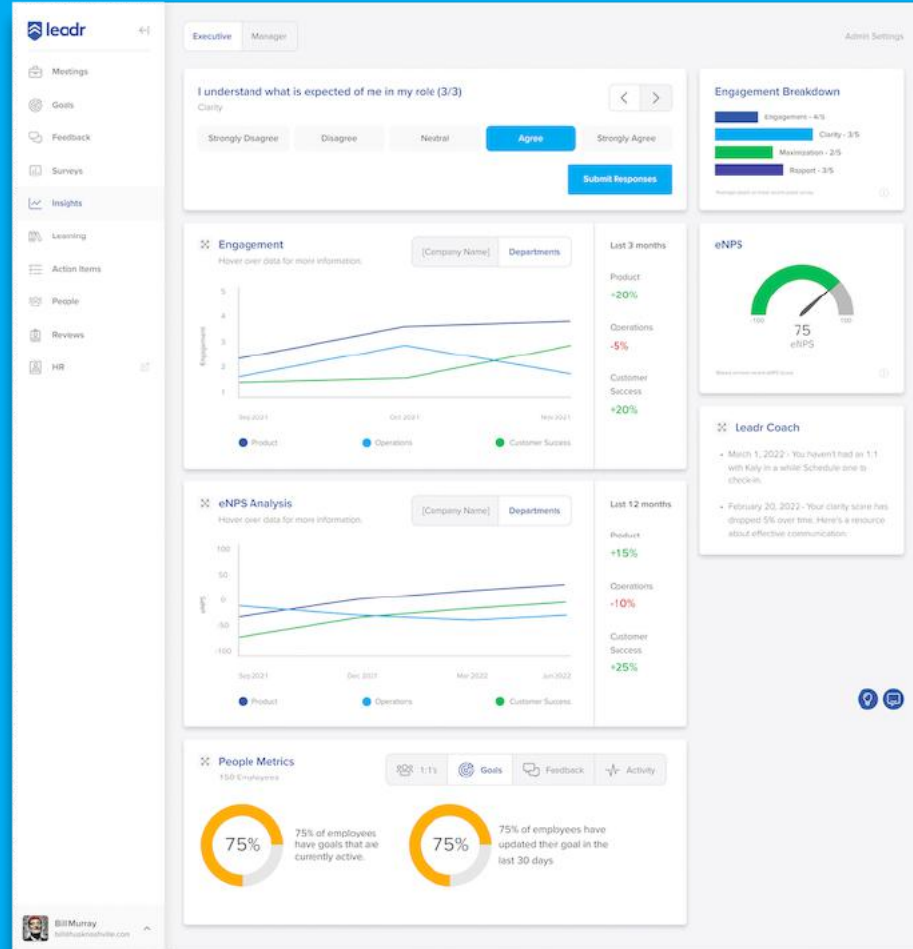


## **eNPS**

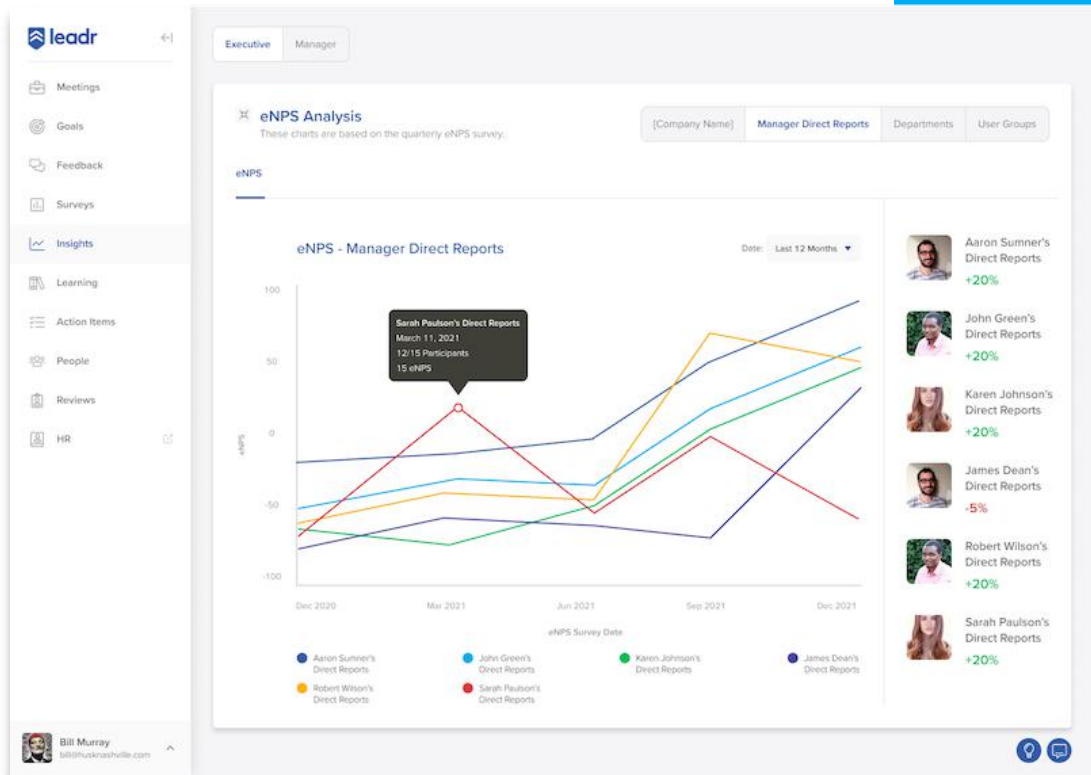
Would I recommend a friend to work here?

# Leadr Insights

Measure your team's employee engagement



# Leadr Insights



*Track trends over time, even down to department leaders*

# Leadr Insights

Get practical  
action steps on  
how to improve

The screenshot displays the Leadr Insights interface. On the left is a navigation sidebar with icons for Meetings, Goals, Feedback, Surveys, Insights (highlighted), Learning, Action Items, People, Reviews, and HR. The main content area is titled 'Leadr Coach' and includes a search bar. Below the title are four cards, each representing an engagement insight with a radio button, a descriptive text block, a date, and a 'Go to' button.

**Executive** **Manager**

**Leadr Coach**  
Leadr Coach helps you take action on the feedback received from your engagement scores.

Search: [ ] [Filter]

- Engagement - Rapport**  
 Members of your team may not be feeling valued. Try adding a topic to your upcoming 1:1s to discuss how you value each member. [Go to Meetings](#)  
February 20, 2022
- Engagement - Clarity**  
 If your team isn't sure what is expected of them, goals are a great way to help guide them. Creating a goal for each team member can provide them the clarity they need. [Go to Goals](#)  
February 20, 2022
- Engagement - Rapport**  
 Members of your team may not be feeling valued. Try adding a topic to your upcoming 1:1s to discuss how you value each member. [Go to Meetings](#)  
February 20, 2022
- Engagement - Maximization**  
 Sounds like you're doing a great job recognizing your team members, so keep it up! If you haven't already, consider adding a topic to each of your 1:1s to give some recognition and share your appreciation. [Go to Meetings](#)  
February 20, 2022

1 of 1 [Navigation]

Bill Murray  
billmurray@shuttle.com

Leadr

*So now let's recenter on our question...*

*What could you accomplish if every single person on your team was **engaged** and **growing**?*

# THANK YOU

[holly.tate@leadr.com](mailto:holly.tate@leadr.com)

