

# Help Boost Employee Engagement



Remote work — at least part of the time — is here to stay. If your organization relies on traditional, in-person ways of assessing performance and engaging employees, it's time to rethink your strategy.

Creating a meaningful engagement plan for a virtual or hybrid workforce requires much more than team-building exercises and Zoom happy hours. It's a chance to solidify on your company values and show how you're putting them into practice.

***Looking to improve your company culture, boost employee happiness and keep your best people around for longer?***

***Did you know?***

***Only 19% of workers in the U.S. are fully engaged today.<sup>1</sup>***

***Explore our top 3 engagement strategies***



**Reinvent your performance plans.**



**Make your employees feel appreciated.**



**Deploy surveys to collect feedback.**

***Tools to get you started***



**Engagement solutions from ADP Marketplace**

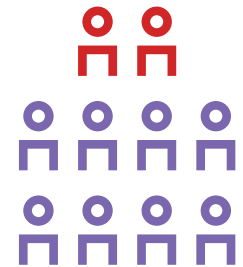
# Reinvent your performance plans.



Traditional, annual reviews aren't enough when it comes to evaluating employee performance — especially amid quickly changing business circumstances. An all-encompassing feedback plan can coach managers in leading remote workers, help your employees grow in their careers, and help everyone tackle issues as soon as they arise.

## Look for a solution with features like:

- **Goal setting:** Get employees and managers on the same page and understand how individual goals will affect your company.
- **Reviews:** Conduct real-time reviews with immediate feedback, whether connected to business goals or career development.
- **Coaching:** Ensure managers have the tools they need to give employees necessary feedback and coach them to their potential.



Only **2 in 10** employees strongly agree that their performance is managed in a way that motivates them to do outstanding work.<sup>2</sup>



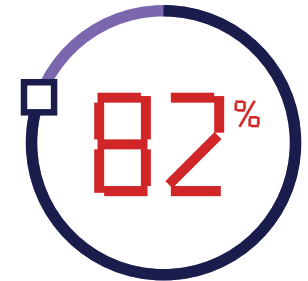
# Make your employees feel appreciated.



Employee recognition tools can help you incorporate your organization's values, set the tone for your company culture, and bring a more human feel to your workplace — especially if you're working remotely.

## Look for a solution with features like:

- **Recognition for life events:** Go beyond work anniversaries and acknowledge employees for life events and other occasions.
- **Social feeds:** Help create a culture of calling out great work and collaboration with social media-like feeds everyone can interact with.
- **Customizable recognition:** Align your recognition to your company values and acknowledge employees who are putting them into action.



82% of employees are happier when they're recognized at work.<sup>3</sup>



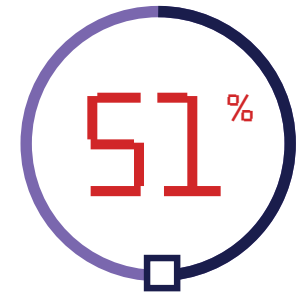
# Deploy regular pulse surveys to collect feedback and make improvements.



Surveys make it easy to get instant feedback on how employees view your company, hear how they're faring in the wake of current events, understand your company culture, and much more. Learn how your organization is doing, then use that data to improve.

## Look for a solution with features like:

- **Customizable surveys:** Ask about topics that matter most to you, whether it's casual pulse checks or opinions on your company's diversity and inclusion efforts.
- **Templates:** Get an easy starting point for gathering employee feedback.
- **Configurable sending:** Customize how you send your surveys, e.g., to specific teams or from a specific leader.



51% of survey respondents say their organization uses survey results to improve the employee experience.<sup>4</sup>



# Engagement solutions from ADP Marketplace



ADP Marketplace, a digital HR storefront, can help you find the right strategy to meet your engagement goals. Your organization has unique needs, and any solution you choose can work with you to create the program that will work best for your team.



## About ADP Marketplace

With ADP Marketplace, you can create a single system of record to simplify your HR processes, reduce data errors and drive your business forward by spending more time on what really matters: taking care of your people. Explore, try, buy and implement best-of-breed apps and services from ADP® and our partners with the simplicity of single sign-on, single data input and single billing. **Visit [apps.adp.com](https://apps.adp.com) to discover solutions for performance, recognition, engagement and much more.**

<sup>1</sup> ADP® Global Workplace Study 2020.

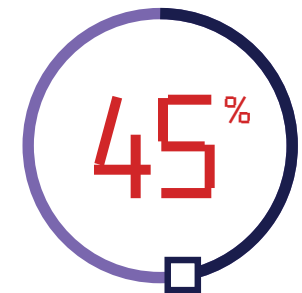
<sup>2</sup> Gallup, Re-Engineering Performance Management, 2017.

<sup>3</sup> SurveyMonkey, "Can employee recognition help you keep them longer?", 2019.

<sup>4</sup> A Winning Approach to Employee Success, Harvard Business Review Analytic Services and Quantum Workplace, 2020.

<sup>5</sup> Human Resource Executive, "Here's a look at today's fast-changing employee experience technology", 2021.

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45% of U.S. company executives surveyed say they anticipate higher demand for employee engagement software in the wake of COVID-19.<sup>5</sup>

