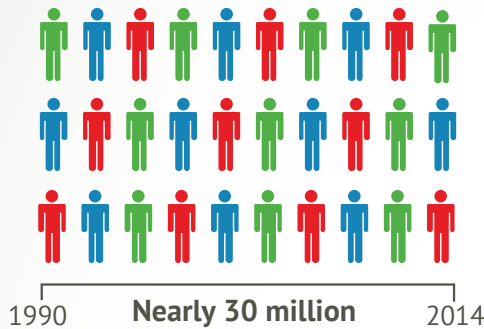


THE BENEFITS OF ENGAGED EMPLOYEES

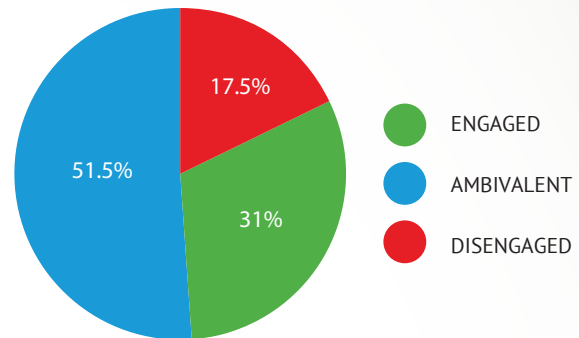
Engagement: Winning the hearts and minds of employees in ways that inspire them to deliver high performance.

EMPLOYEE ENGAGEMENT

2014 Levels of Employee Engagement



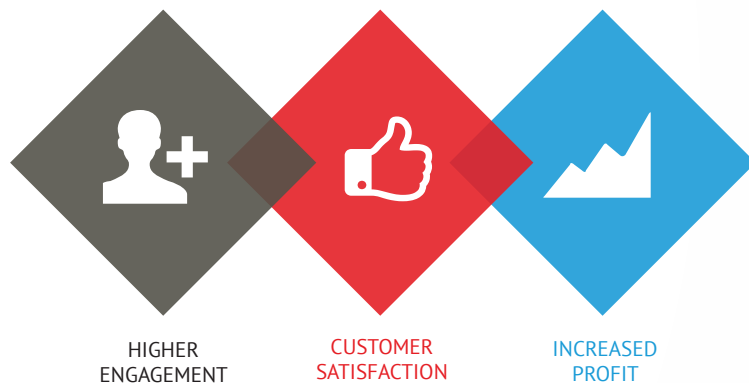
Nearly 30 million workers have completed the annual Gallup engagement poll since it began in the 1990's.



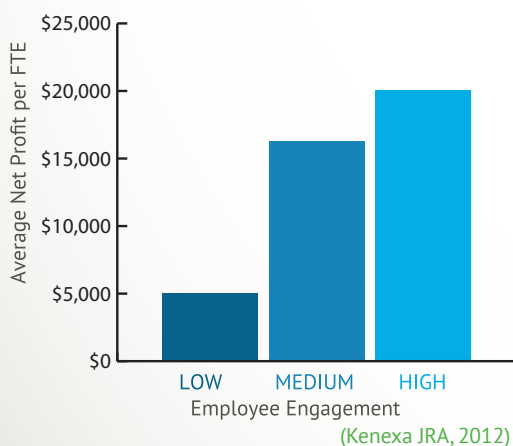
“Gallup found that the single biggest driver of your company profits is engagement - the commitment of your team.”

THE LINK BETWEEN ENGAGED EMPLOYEES AND PROFIT

Highly engaged staff are more efficient and productive. There is a direct link between engaged staff, customer satisfaction and company profit.



These figures below show how engaged employees directly impact profit:



ANNUAL NET PROFIT WITH ENGAGED EMPLOYEES			
Organisation Size	Low	Med	High
Small org (50 staff)	\$258,000	\$925,000	\$1,090,000
Medium org (150 staff)	\$774,000	\$2,775,000	\$3,269,000
Large org (500 staff)	\$2,580,000	\$9,250,000	\$10,897,000
Average Annual Net Profit Per FTE	\$5,160	\$18,501	\$21,794

“Research has clearly and consistently proved the direct link between employee engagement, customer satisfaction and revenue growth.”



Harvard Business Review, 2000.

EMPLOYEE ENGAGEMENT IS A BIG ISSUE

According to GE Capital's 2014 New Zealand mid-market report, two-thirds of mid-market businesses agreed that the main focus in the next year was growth.



THE LINK BETWEEN HEALTH AND SAFETY AND ENGAGED EMPLOYEES

WorkSafeForLife.ca states that one of the most notable benefits of an engaged workforce is better health and safety outcomes. With highly engaged employees, organisations are almost 50 percent less likely to suffer workplace incidents or injuries as this diagram illustrates:



Impact of employee engagement on safety (insync surveys, 2012)

WHAT ENGAGED EMPLOYEES LOOK LIKE

Engaged employees see themselves as part of the big picture.



During a visit to the NASA space centre in 1962, President Kennedy noticed a janitor carrying a broom. He interrupted his tour, walked over to the man and said, "Hi, I'm Jack Kennedy. What are you doing?" "Well, Mr President" the janitor responded, "I'm helping put a man on the moon."

