

# Engagement Insight - words and actions, not numbers

We truly believe in the power of the having the most, highly-engaged employees.

We can play back the voice of your people, and give you:

We don't believe in annual engagement surveys that don't tell you:

- why your employees think how they do
- what to do next

We absolutely believe in human interactions. Together, your people have the best insight into improving both their experience and your organisation.

Annual Surveys	Our Approach
Lack of Voice	We give your employees a true, open say
Reliance on benchmarks	We'll help you be the best you can, not just better than average
Measuring the wrong thing	We'll measure if you become a better organisation



Every employer is different in priorities, culture, existing listening – so the exact programme will look different for everyone. But our conversations are likely to include a review of existing material, focus groups, interviews - and survey.

We will design a programme of conversations to let your people express

- what's important to them now and what they most value
- what would leave them feeling more positive and engaged
- what would create the greatest intent to innovate and improve

As an example price, for a single phase of listening and reporting:

Organisation Size	Approximate Cost
250 people	£2,000-£4,000
1000 people	c£6,000
5000 people	c£8,000



Reason Why

Better understanding means better conversations means better results