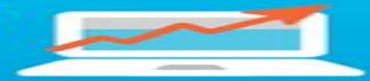




# TRUST, LEADERSHIP & EMPLOYEE ENGAGEMENT

Full engagement represents an alignment of maximum job satisfaction with maximum job contribution.



## WHAT IS EMPLOYEE ENGAGEMENT?



### FULL ENGAGEMENT

Employee engagement is determined by an individual's level of **contribution and satisfaction** in their role. Engaged employees are enthused and in gear, using their talents and discretionary efforts to make a positive and sustainable difference in a business.

## CONTRIBUTION AND SATISFACTION

Having engaged employees means increased productivity and higher job satisfaction. Here's how engagement levels directly influence workers.

Key



CONTRIBUTION



JOB SATISFACTION

HIGH

MEDIUM

LOW

### The Engaged



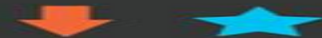
They contribute fully to the success of the organization and find great satisfaction in their work.

### Almost Engaged



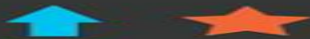
These are high performers who are reasonably satisfied with their job. They can be inconsistent but are worth investing in.

### Honeymooners & Hamsters



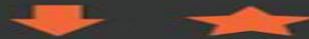
**Honeymooners** are new and happy to be there. They have yet to find their stride. Prioritize helping these employees advance.

### Crash & Burners



These employees are top producers who aren't achieving personal success and satisfaction and can potentially bring down colleagues.

### The Disengaged



These employees feel disconnected from business priorities, underutilized and unsatisfied. Their exit could benefit all parties.

**Hamsters** may be working hard but are working on non-essential tasks, contributing little to company success. Work with these employees so that other workers don't have to compensate.

## WHO DO EMPLOYEES TRUST

EXECUTIVES

**2X** THE IMPACT

Trust in executives can have more than twice the impact on engagement levels than trust in immediate managers does.

VS

IMMEDIATE MANAGERS



**MORE LIKELY**

However employees are more likely to trust their immediate managers than the executives in the organization.

## HOW TO IMPROVE ENGAGEMENT

Employees are looking for more in these areas to improve performance.



20%  
of employees want  
**MORE CLARITY**



20%  
of employees want  
**MORE RESOURCES**



19%  
of employees want  
**MORE FEEDBACK**



### Alignment is Key

Full engagement represents an **ALIGNMENT** of maximum job satisfaction with maximum job contribution.



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# Emanagement The Impact Of Ebusineb On Todays It Manager

**Raffaela Di Napoli**



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