

BUILDING AN EMPLOYEE ENGAGEMENT PROGRAM



BACKGROUND INFORMATION

- ▼ CEO + PRESIDENT OF SOLV
- ▼ IDAHO NATIVE
- ▼ WIFE + MOTHER
- ▼ ADVENTURER + EXPLORER
- ▼ ALL CITY VISTAGE LEADERSHIP
AWARD WINNER 2021



LET'S TALK STATISTICS!

SOLV

**“ONLY 36% OF EMPLOYEES FEEL
ENGAGED AT WORK IN 2021.”**

-GALLUP

**“A HIGHLY *ENGAGED* WORKFORCE
INCREASES PROFITABILITY BY 21%”**

-GALLUP

**“COMPANIES WITH A THRIVING *COMPANY
CULTURE* ACHIEVE OVER 4x HIGHER
REVENUE GROWTH”**

-HAYS



**HOW DO WE
ENGAGE EMPLOYEES?**

SOLV

BUILDING AN EMPLOYEE ENGAGEMENT PROGRAM



WHAT IS AN ENGAGEMENT PROGRAM

AND WHY IS IT IMPORTANT?

- ▼ It's an easy way for Business Owners and Managers to re-energize and re-invest in our employees by making work fun.
- ▼ An innovative way to change the expectations of what work can be.
- ▼ Challenges employees to take control of their own professional and personal development.
- ▼ Encourages collaboration across departments and throughout your entire company.



STEP-BY-STEP



**DESIGN YOUR
PROGRAM**



**COMPANY WIDE
IMPLEMENTATION**



**CELEBRATE YOUR
RESULTS**

DESIGN YOUR PROGRAM

▼ *WHAT'S YOUR INTENTION?*

- └─> Build company morale?
- └─> Increasing productivity?
- └─> Attracting new employees?

▼ *WHAT'S YOUR BUDGET?*

- └─> Giving cool prizes isn't cheap, but the better the prizes = higher engagement
- └─> Money doesn't always work.





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DON'T MAKE IT EXTRA WORK!

REWARDS SHOULD BE BASED OFF OF
EMPLOYEES GOING ABOVE + BEYOND
AT THEIR JOBS.

STEP 1:
DESIGN YOUR PROGRAM

COMPANY WIDE IMPLEMENTATION

▼ *SET THE PROGRAM EXPECTATIONS*

- ↳ Everyone Succeeds + Everyone Wins!
- ↳ Employees earn the rewards that they want. They are in charge of their own success.

▼ *DIVIDE INTO TEAMS*

- ↳ Friendly competition always helps drive engagement.
- ↳ Pre-assign or randomly draw teams. And our recommendation is to work outside of current departments to increase collaboration.
- ↳ Teams work best to help make sure no one is left behind.



SCARED ABOUT PROGRAM ADOPTION?

ALL EMPLOYEES MIGHT NOT BE ON BOARD
AT FIRST. HOWEVER, YOU ONLY NEED 10% TO
BRING THE SWARM. ONCE YOU'VE GOT THAT
10% THE REST WILL COME.

STEP 2:

COMPANY WIDE IMPLEMENTATION

CELEBRATE YOUR RESULTS

▼ ***MONTHLY STANDUPS/REPORTING***

- └─> Keep everyone up-to-date with points and rewards by regular updates in company-wide meetings.
- └─> It keeps the program top-of-mind and in front of everyone's faces.

▼ ***END OF YEAR REVIEW***

- └─> Determine success of the program by viewing the energy behind your team and the overall company engagement.
- └─> Evaluate and make changes to make next years program better.



EMPLOYEES NOT EARNING REWARDS.

TIME FOR MANAGEMENT TO STEP IN A SET A MEETING AND IDENTIFY THE PAIN POINTS TO MAKE ADJUSTMENTS FOR THEIR SUCCESS.

DON'T CHANGE THE PROGRAM, BUT HELP THEM SUCCEED IN THE PROGRAM.

STEP 3:

CELEBRATE YOUR RESULTS

CULTURE
is King

THE SOLV PROGRAM

HOW WE DID IT

▼ **OUR GOAL:**

- └─> Keep KPIs top-of-mind
- └─> Everyone completes their KPIs
- └─> Promote Teamwork
- └─> Have fun along the way

▼ **THE PLAN:**

- └─> Establish a rewards system based off of our company values and attach incentives to those points.
 - └─> Stickers
 - └─> Patches
 - └─> Unique Prizes

THE REWARDS SYSTEM

HOW EMPLOYEES EARN POINTS

▼ HOW TO EARN STICKERS:

- └─ Read our Company Book: The Convenience Revolution (2 Points)
- └─ Volunteer in Our Community (2 Points)
- └─ Lead a Tuesday Teams Meeting (2 Points)
- └─ Lead a Lunch & Learn (2 Points)
- └─ Receive Cross-Team Testimonials (2 Points)
- └─ Get a Customer Referral (3 Points)
- └─ Participate in a Peer Evaluated Process Improvement (2 Points)



THE REWARDS SYSTEM

HOW EMPLOYEES EARN POINTS

▼ HOW TO EARN PATCHES:

- Complete a KPI (must be signed of by ELT):
1 Patch for each of the 5 (1 Point + \$25 Cash)



THE REWARDS SYSTEM

HOW EMPLOYEES EARN POINTS

▼ HOW TO EARN PRIZES:

- └─> 0 Points = Backpack of Choosing
- └─> 4 Points = Speaker Lantern
- └─> 8 Points = Multi-Tool
- └─> 12 Points = Red Buffalo Blanket
- └─> 25 Points = Outdoor Camp Chair
- └─> 50 Points = \$50 Cash
- └─> 75 Points = \$75 Cash



STEP 1:
DESIGN YOUR PROGRAM

THE ROLL OUT

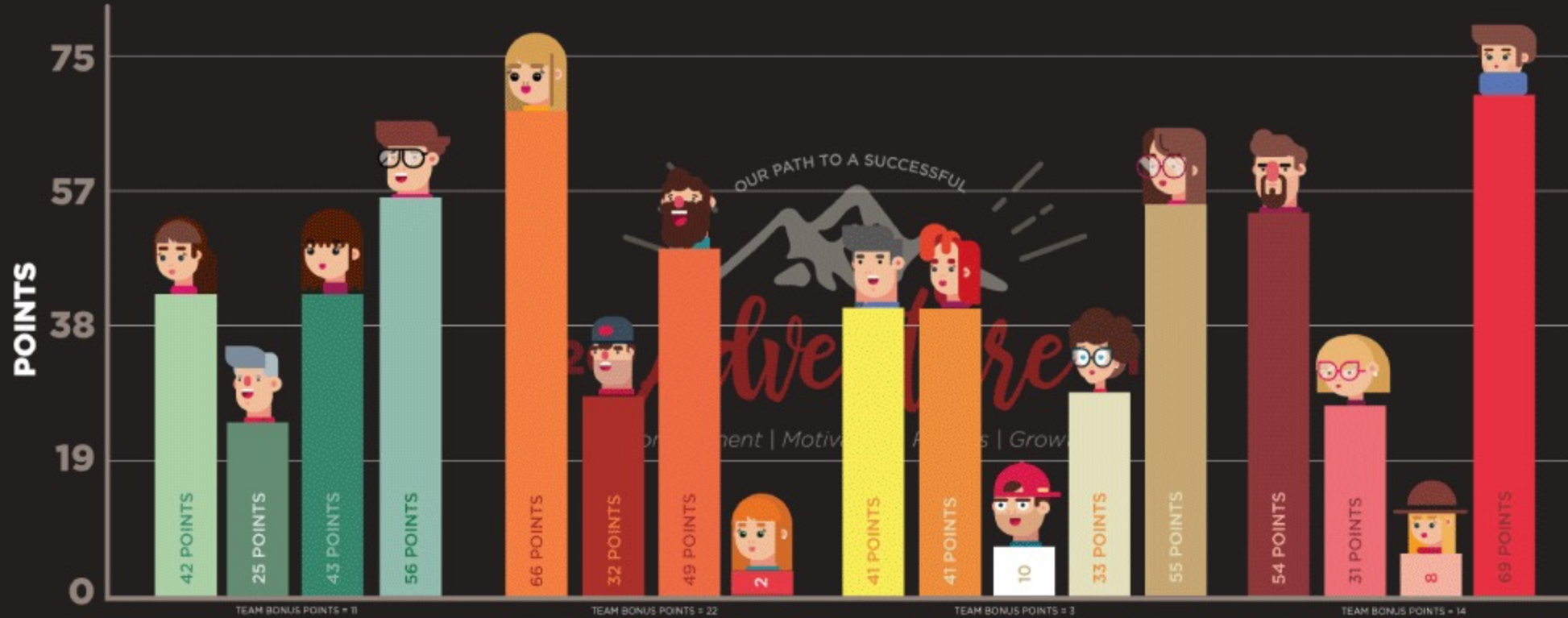
HOW TO GET EMPLOYEES ON BOARD

▼ **MANDATORY COMPANY MEETING:**

- ↳ Inform the entire team of the new program.
- ↳ Break out into teams for the rest of the year.
 - ↳ We gave cool shirts to inspire a competitive feeling and divided into teams.

▼ **SET THE EXPECTATION:**

- ↳ KPIs are mandatory here and you must complete those.
- ↳ You can get as many or as little points as you want. It's up to you to determine your success.
- ↳ Team reporting is monthly to see where each individual + team successes on our handy-dandy graph.



TEAM COMMITMENT
TEAM POINTS: 177



TEAM MOTIVATION
TEAM POINTS: 169



TEAM RESULTS
TEAM POINTS: 183



TEAM GROWTH
TEAM POINTS: 178

STEP 2: COMPANY WIDE IMPLEMENTATION

OUR RESULTS

WHAT WE SAW

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- ▼ More KPI Completion than in the Past Years, and KPIs are Getting Completed Earlier in the Year.
- ▼ Higher Moral Among the SOLV Team.
- ▼ More Collaboration Across Departments to make our Current Systems Better.
- ▼ Attracted New Employees and Gets them Involved in our Culture from the Beginning.
- ▼ Most Employees have Earned all their Prizes
- ▼ PEAK Award Winning Program.



STEP 3:
CELEBRATE YOUR RESULTS

ACTION ITEM:

HOW TO GET YOU STARTED IN 2022!



- ▼ Go to tinyurl.com/SOLVEngagement and book a Discovery Meeting **TODAY** with any of our people and you'll receive another gift that'll help you start your Engagement Program on the right foot.

A background image showing the silhouettes of two people standing on a hill, looking out over a landscape. The image is overlaid with a red tint. The text is white and bold, centered over the image.

**“LEADERS NEED TO NO LONGER APPROACH
ENGAGEMENT AS A SPORADIC EXERCISE TO
MAKE EMPLOYEES FEEL HAPPY. BUT TO GIVE
ONGOING PURPOSE AND DEVELOPMENT TO
ACHIEVE MORE FOR YOUR BUSINESS.”**

-GALLUP-