employee involvement in action: the ResMed engagement survey

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employee involvement and it’s impact on employee engagement and organisational performance

employee involvement in action – the ResMed continuous improvement program

practical tips for involving your employees in decisions that concern them
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practical tips for involving your employees in decisions that concern them
Les Murray claims Socceroo revolt

SMH, June 23, 2011
defining employee involvement

- have more confidence in us and take account of our suggestions

- management set deadlines and objectives without consulting the players first to check if they are realistic

- more involvement from people that will be directly affected

- ideas need to be implemented a bit more

- listen to the workers, managers are not always right
Gap analysis based on over 100,000 employees across more than 2,000 of Voice Project’s research & consulting clients.
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practical tips for involving your employees in decisions that concern them
case study video - ResMed
changes in involvement scores

- I am encouraged to give feedback about things that concern me.
- I am consulted before decisions that affect me are made.
- When I raise an issue to improve a process I see actions taken.
changes in outcome scores

% of favourable responses

- I am encouraged to give feedback about things that concern me
- I am consulted before decisions that affect me are made
- When I raise an issue to improve a process I see actions taken
- Employee Engagement
- Organisational Performance
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practical tips for involving your employees in decisions that concern them
practical tips for involving employees

- Be prepared to give up a little authority
- Ensure the consultation process is continuous
- Organise education and training for staff and managers
- Take advantage of formal mechanisms (e.g., surveys)
- Set up regular meetings
- Evaluate ideas before committing to action
- Ask open questions
- Regularly communicate the vision and strategy
- Acknowledge employees for their part in any improvements
- Provide feedback when ideas can’t be implemented
- Link any changes back to the consultation process
Thank you for attending this session.

Please ensure you complete your evaluations and leave on table outside the room.