

— ONE-PAGE STRATEGY

Employee *Engagement* Strategy

A practical model for measuring what drives engagement, closing the loop on feedback, and turning survey data into targeted action that L&D can own throughout the year.

6

ENGAGEMENT DRIVERS

5-Step

LISTENING LOOP

5–10%

TARGET SCORE LIFT

A. Drivers & the Listening Loop

Leadership Effectiveness
TRUST & DIRECTION



82

Professional Development
GROWTH & LEARNING



76

Communication
CLARITY & VOICE



71

Workplace Culture
BELONGING & VALUES



79

Well-Being
BALANCE & SUPPORT



68

Job Satisfaction
ROLE & MEANING



80

The Listening Loop

- 1 Listen. Pulse and annual surveys capture the signal.
- 2 Analyze. Segment by team, tenure, and driver.
- 3 Act. Prioritize the two drivers that move the most.
- 4 Communicate. Close the loop, you said, we did.
- 5 Measure. Re-pulse and track movement over time.

B. Where L&D Creates Lift

Manager Capability

Equip managers to have growth conversations, the single biggest lever on team engagement.

Growth Pathways

Visible development paths answer the top driver of attrition: a lack of progress.

Recognition Habits

Embed recognition into learning moments so progress is seen and celebrated.

C. From Insight to Action

QUARTERLY

Driver Deep-Dive

Pick one lagging driver each quarter and design a targeted intervention.

ALWAYS-ON

Manager Toolkits

Job aids and micro-learning that turn survey themes into team conversations.

ANNUAL

Impact Review

Tie engagement movement to retention and promotion outcomes for the board.