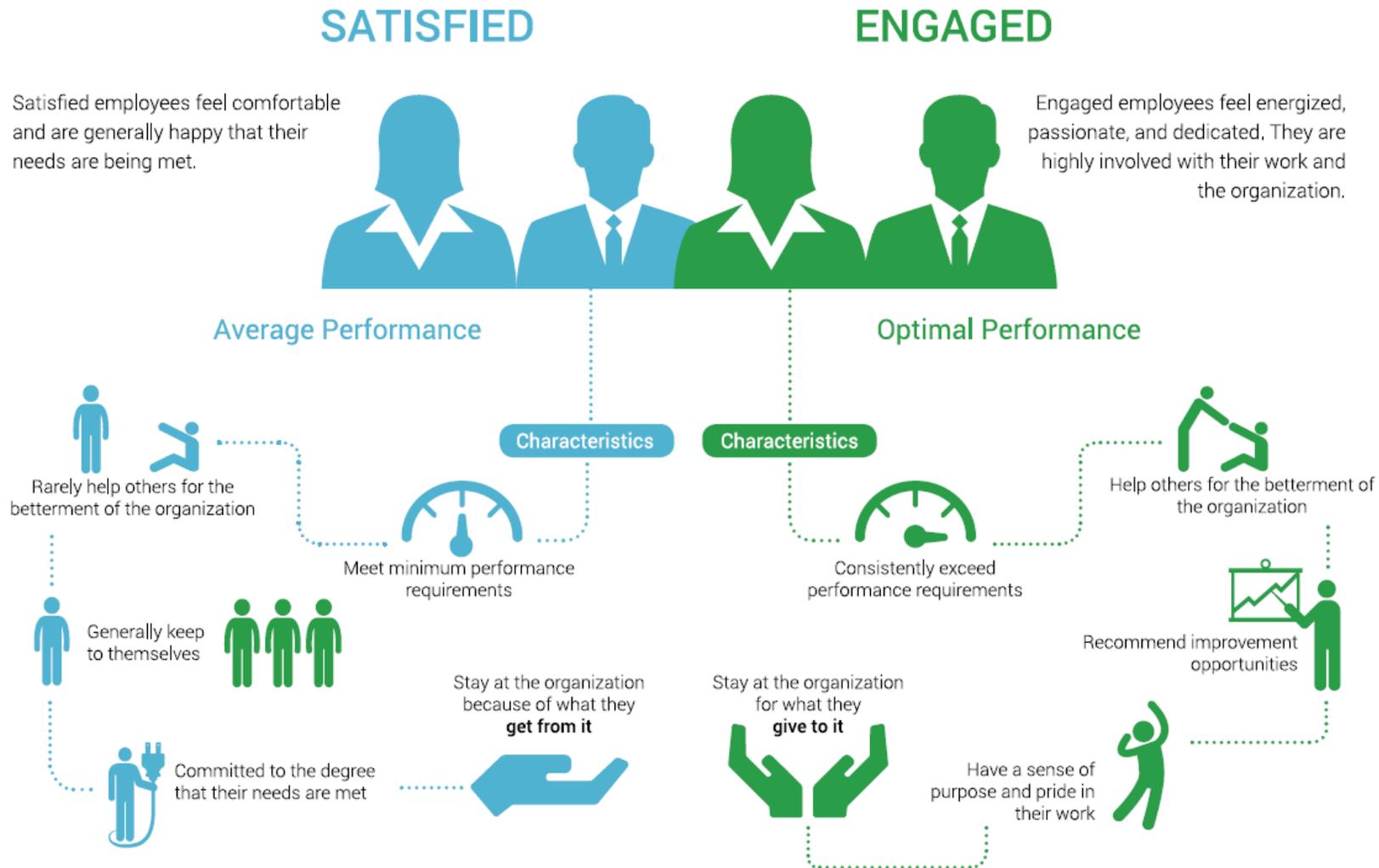


Morris Interactive  
it starts with people

# Employee Experience Monitor Program Overview

# Make employee engagement a top priority – recognize the difference between a satisfied employee and an engaged employee



# Traditional ways of measuring employee engagement solely through an annual engagement survey are falling short in today's business environment

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## Conventional Wisdom

Surveys must determine if there are issues, diagnose root causes, and identify how they can be resolved.



Surveying employees annually is sufficient.



Employees that fail to respond to the survey are not an issue.



Completing an annual action plan is the best way to address and resolve issues.



HR is responsible and accountable for employee engagement.



## New Paradigm

Surveys should flag any potential issues, with the ability to develop immediate action plans.

Continuously monitor employee engagement.

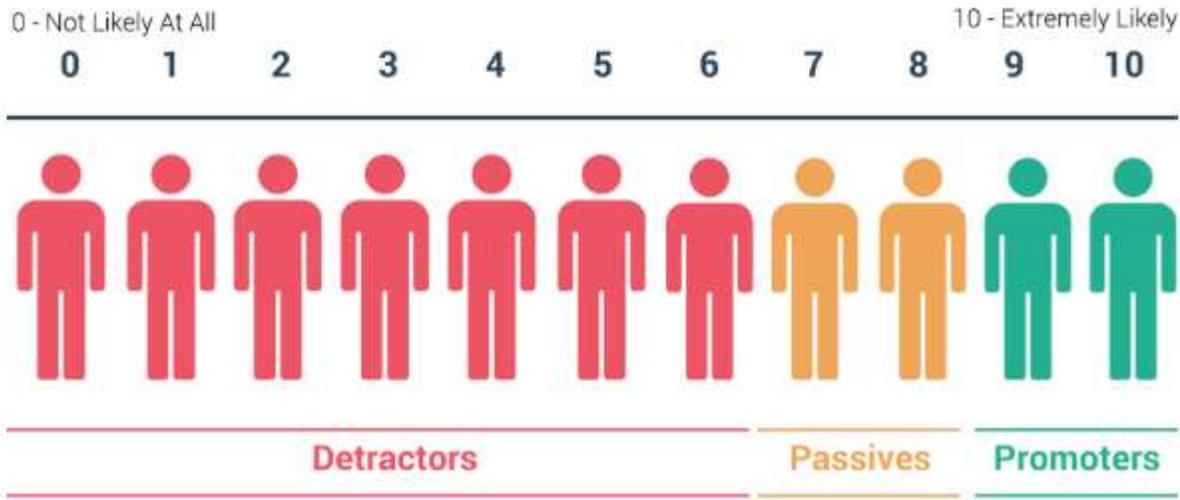
A non-response is a sign of a problem in and of itself.

Take an agile approach and instill a culture of engagement accountability.

Leadership shares accountability with HR for employee engagement.

# The Question

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## The Question:

“How likely would you be to recommend this organization to a qualified friend or family member as a great place to work?”

*Likelihood to Recommend* has a statistically proven alignment with *Employee Engagement*.

# McLean Employee Experience Monitor

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How likely would you be to recommend this organization to a qualified friend or family member as a great place to work?

Top correlations between the drivers of engagement and our 14 Employee Engagement Measure Questions

1. **Culture**
2. **Employee Empowerment**
3. **Company Potential**
4. **Senior Management Relationships**
5. Customer Focus

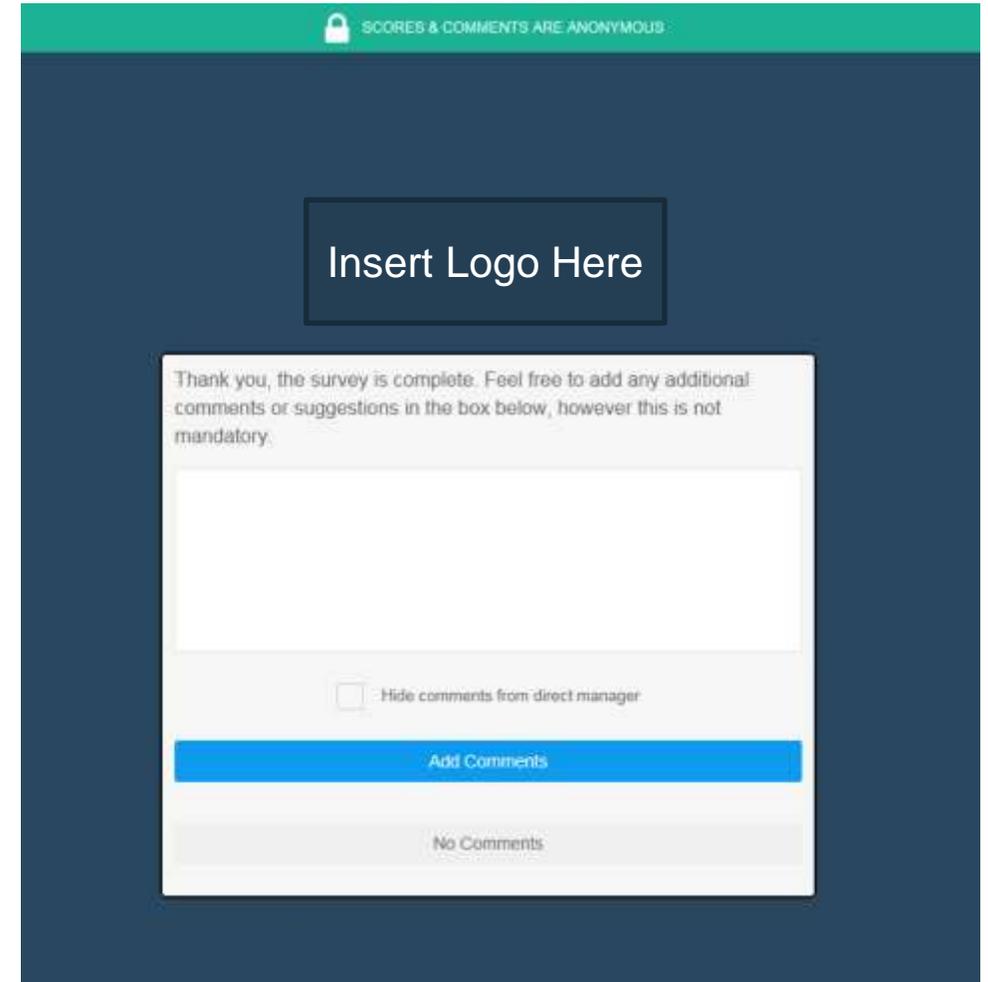
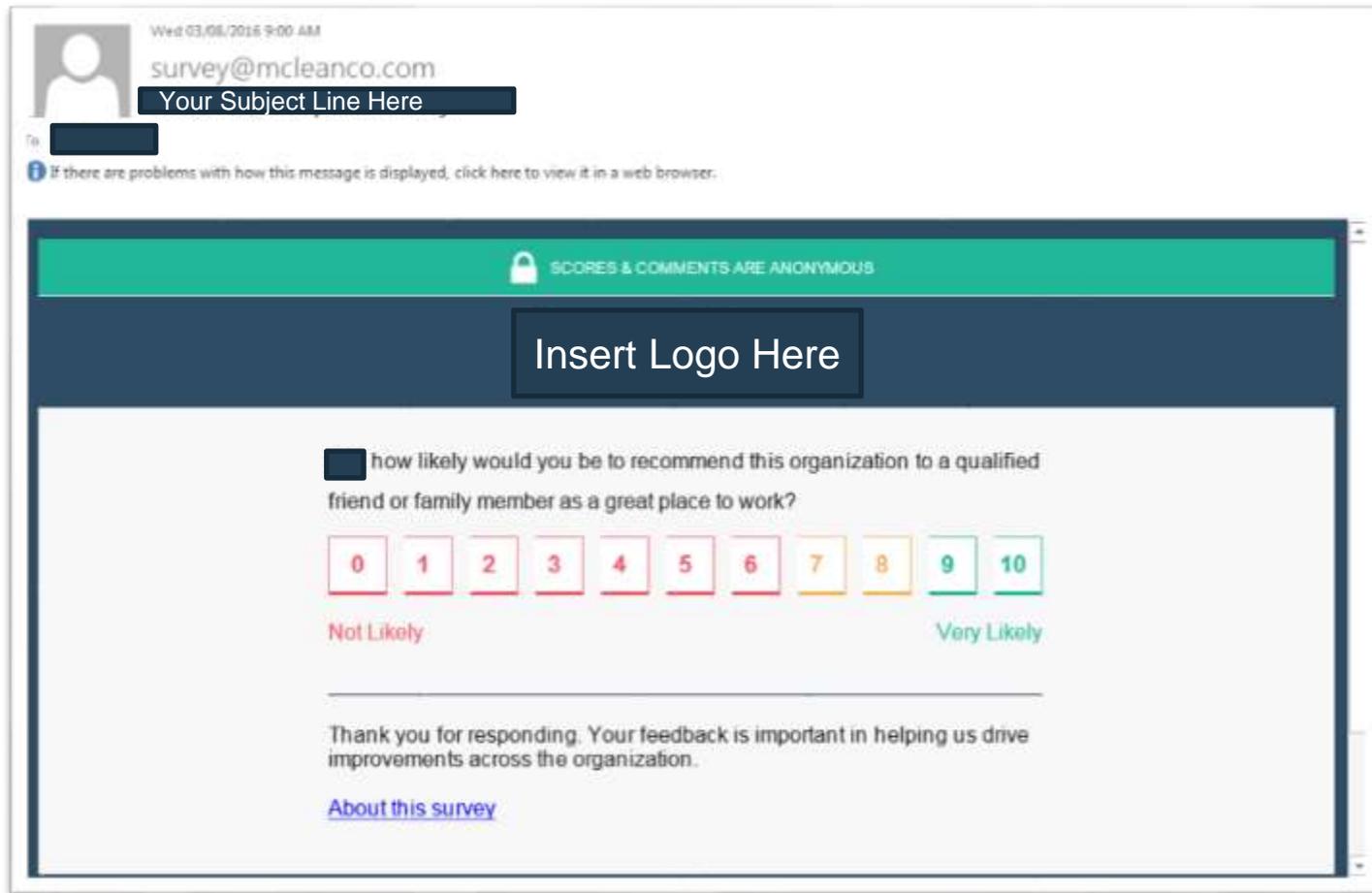
Top correlations between the drivers of engagement and the Employee Experience Monitor

1. **Company Potential**
2. **Senior Management Relationship**
3. **Culture**
4. Rewards and Recognition
5. **Employee Empowerment**



One question that provides a powerful signal!

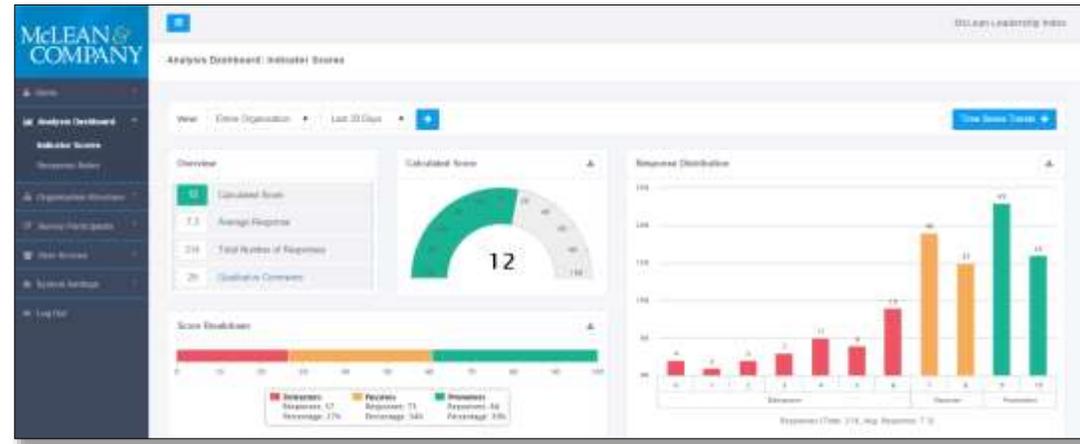
# The 10-Second Survey is here



# The most efficient survey we developed is the one-question McLean Employee Experience Monitor™

The McLean Employee Experience Monitor™ is a single question that is highly correlated to key engagement drivers and is designed to directly impact business results.

Using a high-frequency, low-effort, high-impact one-question survey, we help organizations recalibrate the purpose, cadence, and focus of engagement towards leaders.



**Continuous Information**



Employee Experience Monitor can be deployed continuously via our online system using a sampling strategy, or an organization can deploy it to the entire organization at specific timed intervals.

**Real-Time Reporting**



Employee Experience Monitor data can be accessed on demand at any time to view results based on department, location, manager, tenure, age, gender – as well as response rate data.

**Increase Effectiveness**



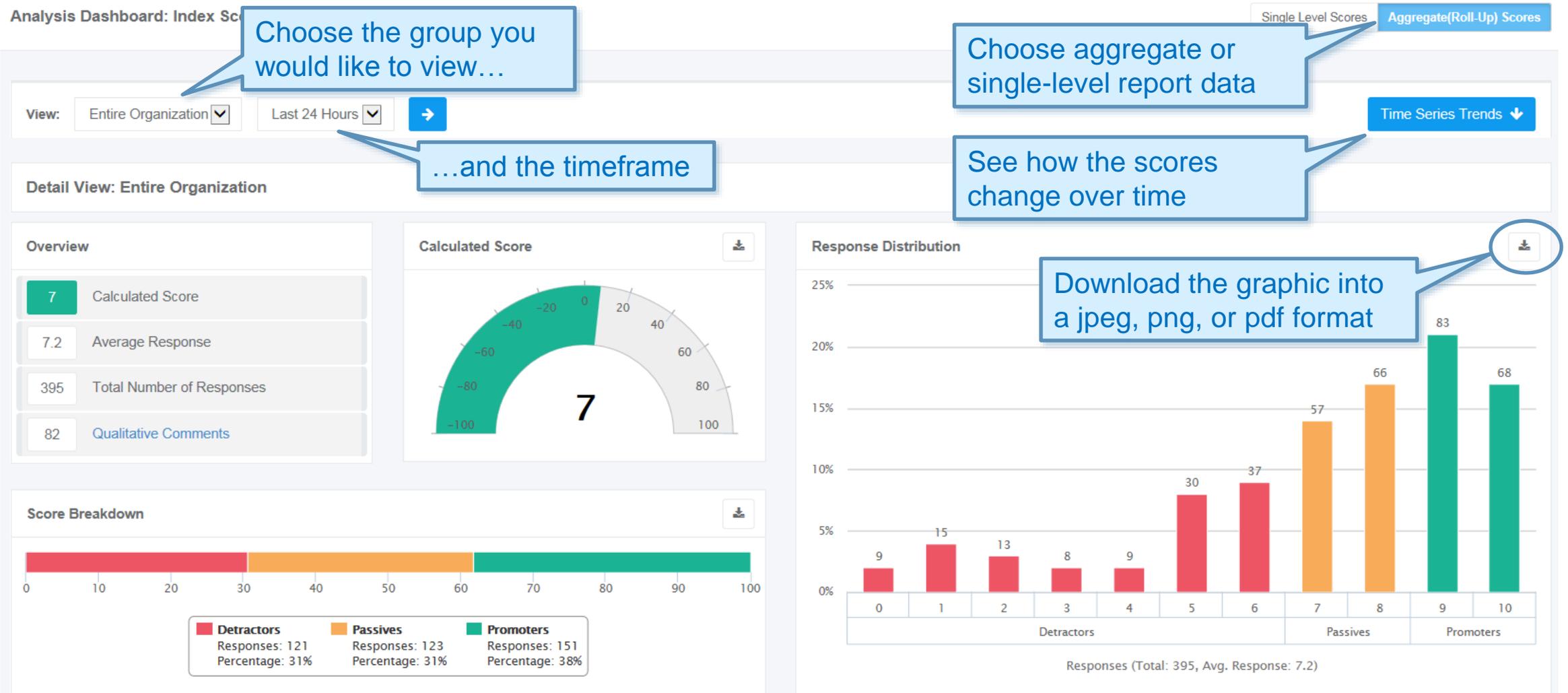
By providing your leaders with frequent data, your organization can instill a culture of engagement accountability, and increase managers' effectiveness.

**Empower Leaders**



No more latency and no more gaming – instantly see the impact of leadership actions on employee engagement.

View the dashboard by “entire organization,” “location,” “department,” or “manager”; results are available in real time once the survey has been sent



Choose the group you would like to view...

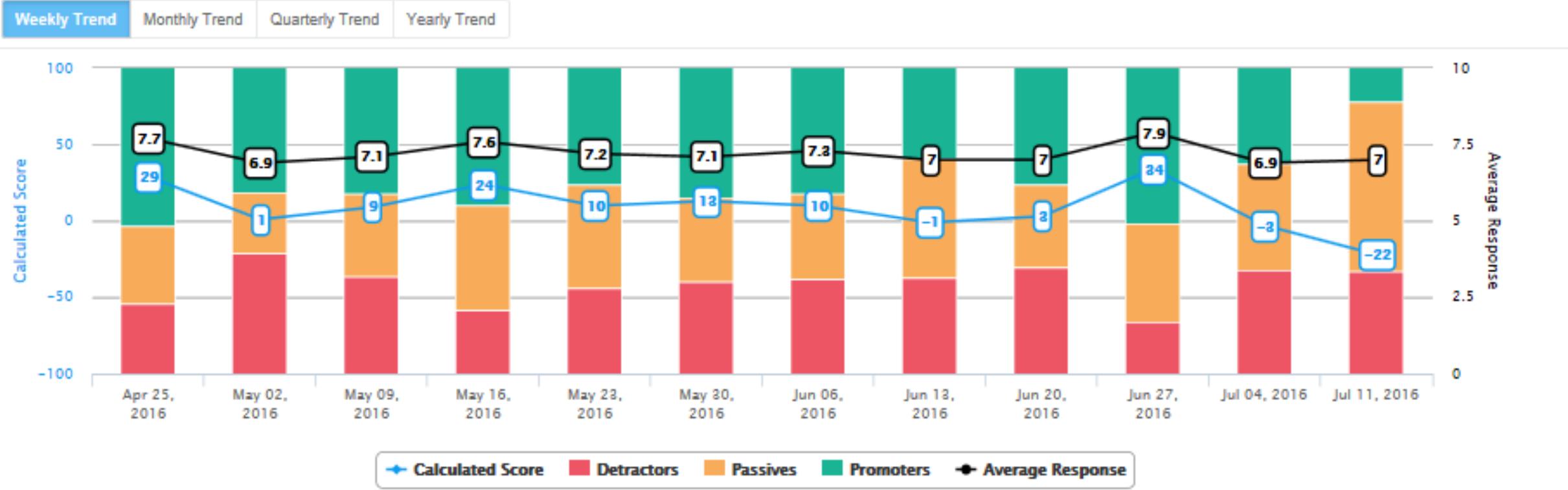
...and the timeframe

Choose aggregate or single-level report data

See how the scores change over time

Download the graphic into a jpeg, png, or pdf format

# In the Time Series Trends, you can view weekly, monthly, quarterly, and yearly trends



You can choose to analyze the results by different demographic groupings such as age, gender, and tenure

Demographic Groups

Demographic Groups																	
Age	Gender	Tenure															
Sub-Group	Responses	Detractors	Passives	Promoters	Score	Avg. Response	Response Distribution										
							0	1	2	3	4	5	6	7	8	9	10
Younger than 25	73	33%	37%	30%	-3	7.2	0	2	1	0	3	6	12	15	12	13	9
25 - 34	159	35%	30%	35%	0	6.9	5	6	6	5	3	14	17	22	26	32	23
35 - 44	84	26%	26%	48%	22	7.4	2	4	3	2	1	6	4	8	14	22	18
45 - 54	43	16%	37%	47%	31	7.7	1	2	2	0	0	1	1	6	10	8	12
Older than 54	6	33%	17%	50%	17	6.8	0	0	0	1	1	0	0	1	0	3	0

# Our program roadmap supports you through every stage of the process

