

## *Executive Briefing #4 – Engage Your Workforce Effectively*

### Accurately Understand What Really Engages Your Employees

#### **Retaining Your Best Asset – Your Workforce**

Employees are your most valuable asset. Understanding what they like and dislike about their work environment can allow management teams to make better decisions to not only improve morale, but also save money. If management teams can accurately understand employee preferences around shift lengths, overtime, work hours, and other key realities in shift work environments, they can also take proactive steps to improve work/life balance. Core Practice is an objective third party and will make the process objective, honest, and accurate.

#### **Survey the Workforce – Statistically Accurate**

If you want to know what employees want, just ask them. It is not exactly that simple, but with the help of Core Practice, you can find out. Core Practice acts as an independent third party and can get feedback on over 100 proprietary questions specifically tailored to your workforce. By using a third party, employees are able to answer questions anonymously and our technology allows us to turnaround results in one week. This fast turnaround time gets the information back to both management and the employees, increasing the speed to realizing improvements. As a management team, this feedback is extremely valuable and can empower better decision-making and communication. Sharing the same feedback with employees builds trust and can dramatically improve the management and employee dynamic.

#### **Utilize Benchmarks – Critical Comparisons**

Core Practice has employee benchmarks from our history working with a wide variety of industries and clients globally. Our benchmarks can be tailored to a region of the world and an industry so that management teams can compare their survey results to relevant workforces. This benchmark data will put your individual results into perspective and allow management teams to focus on the most critical areas requiring immediate attention.

#### **Communicate More Effectively - Gain Buy-In**

In the end, the survey and benchmark data will allow management teams to make better informed decisions as they work to continuously improve their environment. By understanding what really matters to your workforce, you can provide a better environment where workers want to be productive. Navigating continuous improvement projects is always difficult. Change is an emotional and potentially disruptive activity. Management teams must enter into change management activities equipped with the most complete and accurate information. There are often several ways to achieve the desired business results. Why not work with employee preferences to create a more complete win-win scenario for everyone? With the Core Practice Survey, this is possible.

Core Practice is a leading provider of operational and labor strategy consulting services with over 20 years of experience designing, developing, and implementing innovative labor solutions. Core Practice's labor strategies combine the best people with the right equipment at the right time and provide clients with a competitive advantage. Core Practice has worked extensively with clients in manufacturing, distribution, contact center, and mining industries. To learn more about Core Practice and what we do, please contact:

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