



CCS Employee Connect is a purpose-built organisational “Engagement” tool that measures and reflects key elements of the relationship between employee / internal stakeholders and Employer.

Employee Connect is a survey tool that simply and elegantly aggregates data in a user-friendly way.

By department or individual business unit, Employee Connect reflects an “Engagement” or “Connection” score, along a continuum. In so doing, it highlights both opportunities as well as key challenges requiring intervention.

Similarly the Employee Connect continuum provides Senior Executives and Managers with a graphic dashboard reflecting the relationship continuum between organisation and its component departments or business units.

WHAT IT DELIVERS

CCS’ Employee Connect offers Senior Executives and HR managers an easy-to-understand “view-at-a-glance” of the relationships that individual business units or departments have with the employer organisation.

What factors drive performance

Critical concerns mitigating against relationships and resulting levels of ‘engagement’

Key engagement drivers

Emotional engagement

Employee delight measures

The front-end of the tool is a simple matrix that reflects the Employee – Employer relationship, by department, across four key indicators. This is supported by measurement scores.

OUTCOMES

An Executive Management Report is generated, identifying the following determinants of a consolidated Employee Engagement strategy:

Key trends

Relationship Continuum (by department), including Mean score measures

Employer of Choice criteria – weighted by department / BU

Commitment drivers

Emotional Connection indicators

Synergy measures

Comparative normative data

HOW IT DOES THIS (PROCESS PRINCIPLES)

CCS Employee Connect is administered via a quantitative research methodology, either electronically or by way of paper-based survey (or a combination). It is typically qualified by initial qualitative research; either focus groups, depth interviews or combination.

A pre-determined set of core attributes is agreed together with client and scores are aggregated to provide a single measure of “Engagement” that may be tracked over time. This singular score may be easily correlated with a host of different measures or attributes.