

HeatherP
SOLUTIONS

When it comes to employee engagement, are you throwing a dart at a dart board or spaghetti up against the wall?

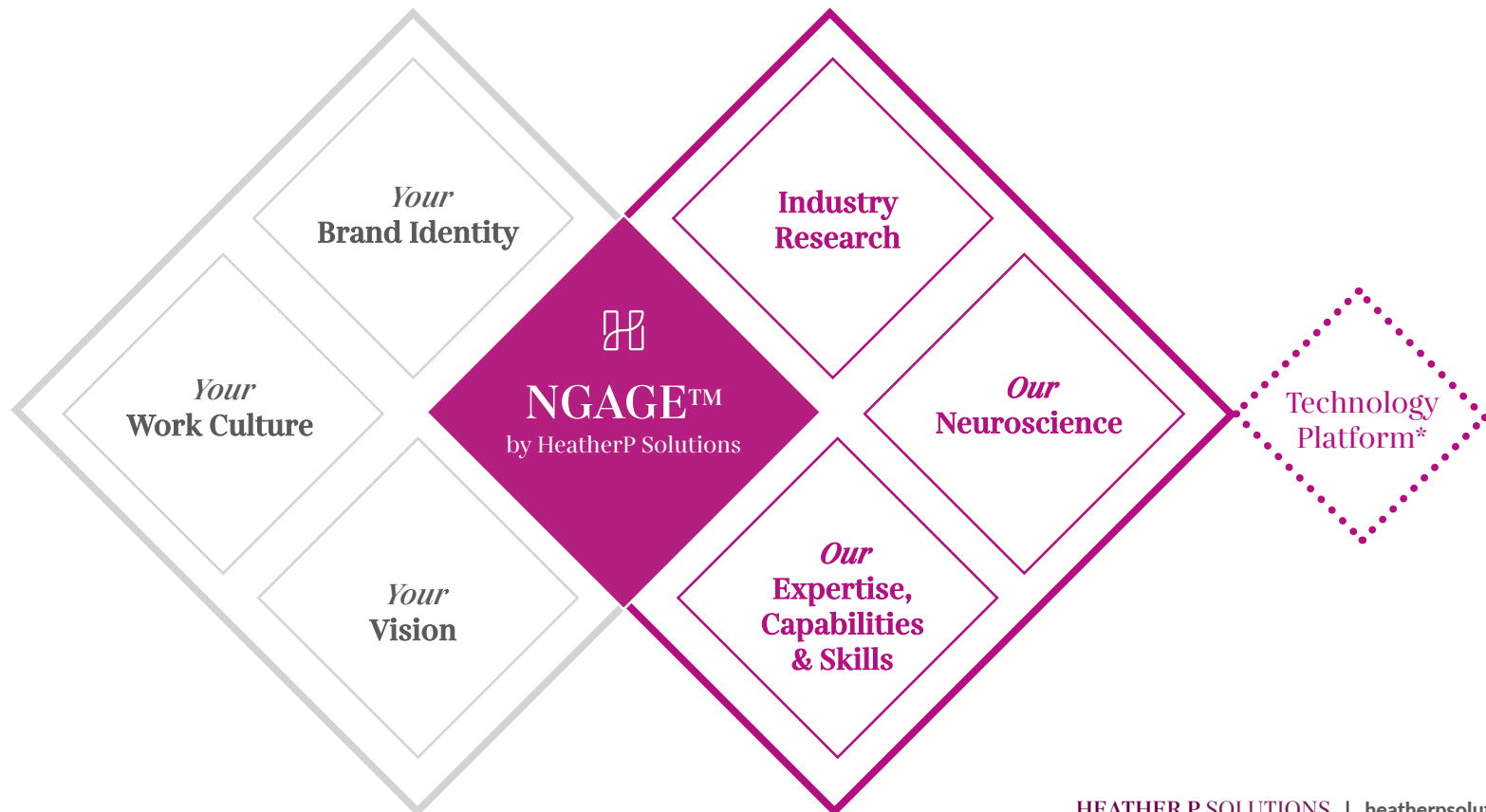
We Create Monthly Plans, Actions and Content for Employee Engagement Through HeatherP Solutions' NGAGE™

Make a meaningful difference in the employee experience.

Empower your Managers as effective people leaders.

Forward your company culture and values in a strategic, tangible way.

Take action in Diversity, Equity, Inclusion & Belonging.



What happens when employees disengage?



- Pace of innovation slows
- Quality & productivity drop



- Negative online reviews increase
- Decreased customer satisfaction



- Stalled growth or drop in revenue
- Increased business costs
- Reduced profitability

Employees who are heading toward disengagement



- Reactive or emotional
- Apathetic & cynical
- Exhaustion & inefficiency



- Quieter than usual
- Not connecting with co-workers
- Poor communication



- Change of work patterns
- Turning in good work, but they're more capable
- Lack of participation, motivation, growth or creativity



Who is it for? This might be for you if...

- Are you, or your customers, seeing signs of disengagement, exhaustion, or burnout among your employees?
- Are you, or your managers, constrained in bandwidth to be the great people leaders you want to be, creating future retention risk?
- Are you seeing the innovation and creativity dropping in your organization?
- Do you know your employees need support, and are exhausted by the mental gymnastics to figure it out and provide it?
- Are you missing the pulse you had on your employees' accomplishments and mindset which allowed you to make them feel known, seen, and valued?
- Did your company transition to remote work and are now struggling to transition your culture accordingly? Especially for new team members?
- Are you overwhelmed by trying to select, implement or use an employee engagement technology solution?

61% of American employees are reportedly burned out in their jobs. -Forbes



What is it?

We provide you a monthly employee engagement plan, content, reminders and activities to enhance your employee experience and increase engagement. Our plans incorporate your Values, Workplace Culture & Brand, as well as your already existing communication channels, meetings, touchpoints and technologies. Additionally, we make recommendations that forward your employee experience, in tangible and bite-sized pieces, in ways that matter to your people by leveraging neuroscience. The service we provide:

- Forwards your culture in a remote-first work environment
- Supports your Diversity, Equity, Inclusion & Belonging efforts
- Addresses 6 of the 8 drivers of the employee experience that create an outcome of engagement (Gallup & McKinsey)
- Leverages neuroscience to encourage a “reward” response, resulting in enhanced decision-making, problem solving and collaboration. (NeuroLeadership Institute)
- Aligns and represents your brand identity
- Works alongside an employee engagement technology platform*

Only 25% of employers have an active engagement strategy for their company. -The Muse

*Regarding a technology platform: Our Employee Engagement Strategy, Planning & Support Service is not a technology platform and does not require one. At the same time, our work can be powerfully scaled and work alongside any technology and communication channels you already have.



75% of people leave because of their manager

No other engagement service addresses that human element, we do!



Why this solution?

We guide you beyond the latest “cool idea” or technology platform to an integrated plan that addresses the key drivers of the employee experience which result in engagement, creating more value and impact for the employee and organization alike. Our monthly plans are not “one size fits all”, they are tailored to your organization to represent, and forward, your unique brand and work culture in a human, personable and tangible manner.

1 in 3 employees are engaged, 51% are not engaged and 13% are actively disengaged. -Gallup, Sept 27, 2020

Did you know?

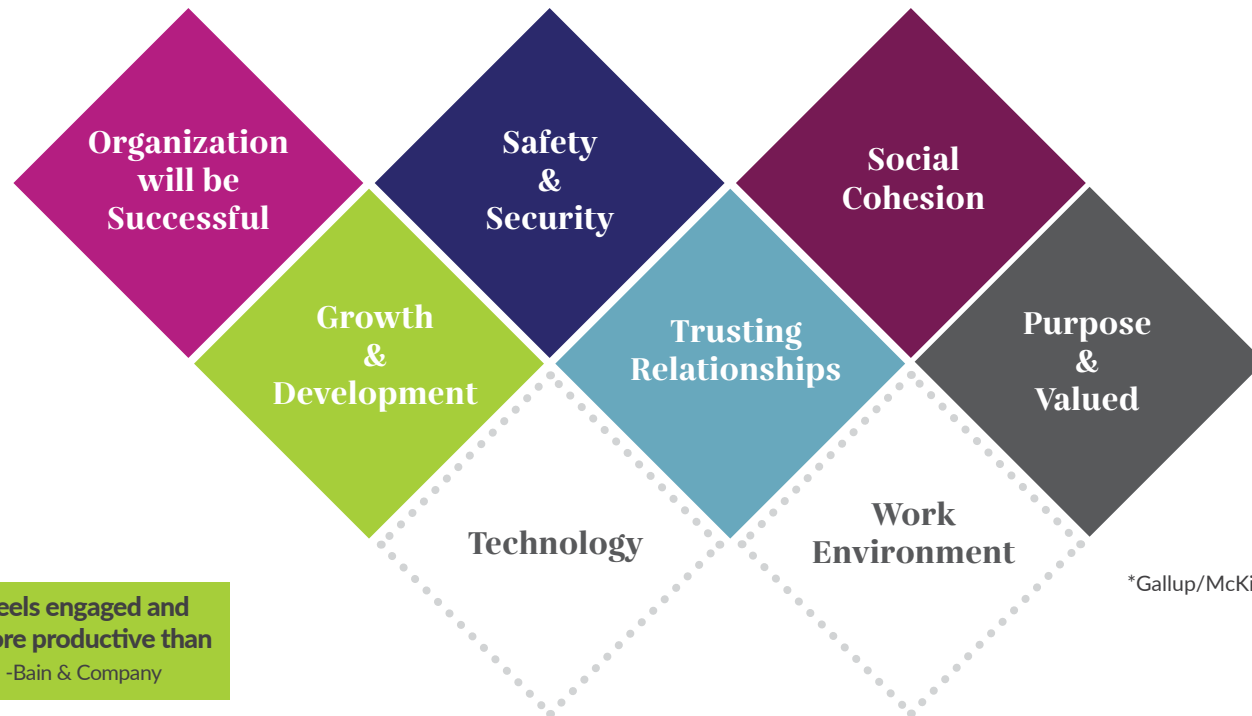


A disengaged employee is a business cost of \$3,400 for every \$10,000 of annual salary!

NGAGE™ makes work human and managers shine!

1 Let's Talk! Schedule your strategy call with us! Our plans are tailored to your brand, business and culture to create the most value for you, your employees and your organization.	2 Choose Your Favorite! We offer a service tier for every budget. From the basic Supporter tier, to the standard Influencer or complete Advocate service tiers.	3 Pay & Grow! There is a minimum 3 month commitment. After the initial 3 month period, we thank you for your continued business with a lower monthly cost!
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These six drivers* of the employee experience, key to creating engagement, serve as the foundation for all tiers of our service offerings.



An employee who feels engaged and inspired is 125% more productive than the satisfied staffer. -Bain & Company

SCHEDULE A FREE 30 MINUTE STRATEGY CALL TODAY!

[Click here to schedule](#)

e-mail us at: info@heatherpsolutions.com

Our Service Tiers

		SUPPORTERS Basic Service Tier	INFLUENCERS Standard Service Tier	ADVOCATES Complete Service Tier
	MONTHLY ENGAGEMENT PLAN	X	X	X
	Pre/Post Engagement Survey	X	X	X
Organization Success	Business Update & Goal Reminders#	X	X	X
	My Weekly Bow#	X	X	X
	Hold My Coffee! Innovation & Idea Submissions#		X	X
	Quarterly Innovation & Brainstorming Session**#			X
Growth & Development	Employee Growth & Development Reminders**#	X	X	X
	Stay Interview Manager Reminder#		X	X
	Virtual Meet-ups, Coffees, Classes & Conference**#			X
Safety & Security	Leader Promises Guide	X	X	X
	Work Wellness Recommendations: Physical	X	X	X
	Work Wellness Recommendations: Emotional	X	X	X
	Stressor Pulse Survey#		X	X
	Wellness Challenge#			X
Trusting Relationships	Let's Huddle Communication Recommendations	X	X	X
	#TuesdayThoughts**#	X	X	X
	Email/Newsletter**#		X	X
	Getting to Know You Activity**#		X	X
	No Work, All Play Activity#			X
Social Cohesion	#FridayFun**#	X	X	X
	Cause Tidbit**#		X	X
	Virtual Volunteer Activity**#			X
Purpose & Valued	Employee Recognition Survey#	X	X	X
	My Weekly Bow Manager Report	X	X	X
	Monthly Bow Compilation		X	X
	Coordinate Brand & Culture Promotional Products# (cost of products not included in service)		X	X
	Just Cuz Postcard#			X

**Where Diversity, Equity, Inclusion & Belonging can be woven in, consistent with work culture and broader DEI&B work

#Neuroscience - brain-friendly approach supports a 'toward' state and growth mindset for the employee

***All of our service tiers can fit “hand-in-glove” with a technology platform.
And yet, a technology platform is not needed for our service.
We like this analogy: A glove is useful, but only when it has a human hand inside it
and is put towards an intentional use. Our service is the human hand and strategy.
Your technology platform is the glove.***