

TOP EMPLOYEE ENGAGEMENT PROVIDERS

Looking to track and improve employee engagement?
Look no further.

By The Editors

HRO Today has been tracking the top HR service partners for more than 10 years. In the magazine's 2017 Reader's Survey, the number one requested HR service partner listing was employee engagement. Through the research and editorial teams, here is a list of the top employee engagement providers and their services. They are listed in alphabetical order.

Caliper

Website: www.calipercorp.com

Caliper is a human capital analytics company leveraging decades of data and validated assessment results to predict and select high-quality candidates. Caliper partners with all types of organizations, industries, and sectors, from Fortune 500 companies to small businesses to government agencies to non-profits. Caliper is

uniquely positioned to help companies reduce the risk of bad hiring decisions; build high-performing teams; and engage, develop, and retain their employees.

Services:

- Employee assessment
- Employee engagement surveys
- Organizational culture/climate survey

and consultation

- Employee development services, including onboarding, coaching, action learning, and Caliper University (soft-skills training)
- Strengths based CultureFit™ selection tools to improve retention and performance

The Coffman Organization, Inc.

Website: www.coffmanorganization.com

An employee engagement process should build engagement—not just measure it!

The Coffman Organization's approach generates energy and commitment from the starting point. Three times faster than typical surveys, offering every employee individualized feedback, and engaging managers in using their results from survey to survey are key elements. People are the culture. Leaders can't build culture for people, but must engage their people in the

process to achieve the kind of workplace we all deserve.

Services:

Employee engagement surveys, culture consulting, and research-based impact programs for the modern workplace, including:

- Employee engagement surveys with year-long follow-up for managers and teams
- Personal feedback for every employee
- Focus groups and In-depth interviews to identify cultural imperatives and drivers

- Best practice/top performer research
- Energy mapping the organization's culture to guide leadership and management efforts
- Attrition solutions, exit surveys and retention strategies to retain high performers
- Keynote presentations and leadership forums
- Manager development programs, tools, and systems to help managers engage each person around their key strengths
- Strengths based CultureFit™ selection tools to improve retention and performance.

CultureIQ

Website: www.cultureiq.com

CultureIQ partners with organizations and their leaders to measure, understand, and strengthen their culture. Our flexible surveys, intuitive analytics, and seasoned strategy team provide unprecedented insight into what's happening within your organization—plus guidance on where to focus to drive meaningful change. With CultureIQ, understand the right data on an ongoing basis, pinpoint opportunities across employee groups, and align your culture with your business strategy.

Services:

- Full Census employee surveys
- Pulse surveys

- 360 assessments
- Results analysis and recommendations
- Executive debrief facilitation
- Culture and strategy alignment
- HR and manager reporting technology and action planning software
- HR and manager training
- Total rewards optimization
- Organizational network analysis
- Employee value proposition evaluation and definition

Energage

Website: www.energage.com

Energage is a culture technology specialist that helps organizations realize their full potential by building connections across the organization. With higher employee engagement and intentional cultures, Energage customers are reducing turnover costs, increasing productivity, and improving teamwork. They apply top workplaces research, neuroscience, and expert insights that give clear next steps to developing an employee-centric approach to success.

Services:

- Employee engagement surveys
- Top workplaces (Employer-of-Choice program)
- Real-time communication channel
- Pulse surveys
- Manager coaching
- Management consulting

Engage2Excel

Website: www.engage2excel.com

Engage2Excel helps HR organizations create unique candidate and employee experiences from pre-hire to retirement. We know that engaging workplace experiences are essential for motivating employees to care more, work smarter, and stay longer. Our industry-leading solutions for recruitment, employee recognition, and engagement surveys are tailored to each client's unique business objectives and are designed to help clients increase competitive advantage and improve bottom-line results.

Services:

- Engagement survey solutions: easy to set-up and mobile friendly experience based on 30 years of research and science, immediate reporting and analytics, benchmark comparisons, comments analysis, manager action planning, executive consulting, and pulse surveys administered three to six months after the quarterly census.

HSD Metrics

Website: www.hsdmetrics.com

HSD Metrics offers organizational surveys measuring employee perceptions using tools designed to increase retention, engagement, and organizational effectiveness. Our survey services provide organizations with continuous reporting of findings about turnover and survey data, with extensive benchmarks gathered from thousands of survey respondents and exit interviews.

Services:

- Questionnaire with customization encompassing up to 45 five-point

Likert scale behavior-based questions with external benchmarks; collection processes that provide anonymity to respondents using a secure HSD survey website and, if required, paper surveys for those without active work email addresses; and full use of the instant reporting portal to view and download findings with data aggregated to your unique organizational structure.

- Reporting: secure logins to access the reporting portal; number of completed surveys by survey method; survey findings (numerical data) for each demographic and reporting group requirements; extensive verbatim

commentary for each demographic and reporting group; quick access to red flag words and a cloud word frequency analysis; filtered data to access unique combinations of data; side-by-side spreadsheet comparisons of data sets; charts and trending; ability to quickly download all numerical finding at one single time or for selected data sets; and external norms for core, non-customized survey questions.

Inspirus

Website: www.inspirus.com

We believe organizations that focus on culture and well-being deliver on the promise of employee fulfillment and organizational success. Employees make up the foundation of culture, which is shaped and evolved through everyday workplace experiences. Inspirus delivers high-value integrated solutions to help our clients elevate the employee experience throughout the entire employee journey. Through our bring joy to work mission, we strive to reinforce Sodexo's broader mission to improve the quality of life of those we serve.

Services:

The Inspirus Employee Engagement Platform combines an integrated rewards offering, learning courses, communication tools, and analytics into a single platform spanning the following areas:

- Everyday recognition
- Health and well-being
- Social interaction
- Staying safe
- Milestones
- Knowledge and development

Korn Ferry

Website: www.kornferry.com/talent-strategy/employee-engagement

Korn Ferry is a global organizational consulting firm. We help companies design their organization from the structure, the roles, and responsibilities to how they compensate, develop, and motivate their people. Korn Ferry provides survey and listening services for organizations ranging from less than 200 employees through those with up to 500,000 employees, with services and support tailored to their needs. Our tools provide intuitive dashboards for leaders and flexible tools for project team members to perform unlimited ad hoc reporting and analysis.

As importantly, we help organizations select and hire the talent they need to execute their strategy. Our approximately 7,000 colleagues serve clients in more than 50 countries.

Services:

- Survey planning and design: full project management services over the course of the program, from kickoff through action planning; survey strategy, goals, and approach, including

stakeholder interviews and document review; survey questionnaire design review; question library pre-translated in over 40 languages; supplemental question sets with branching for local populations; 135 standard norms; custom norm design services; survey branding and communications; organizational hierarchy development; and pulse and life cycle surveys for continuous listening.

- Survey administration: online, mobile, kiosk, tablet, and paper survey set up and administration; local site coordinator training prior to survey administration; self-service password reset, FAQs and email help desk; and single sign-on configuration.

Survey reporting, analysis and recommendations: reporting design and programming for survey administration, response rate tracking, reporting and analysis in over 15 languages; executive analysis, presentation development and delivery of results including recommendations and next steps; unlimited ad hoc reporting to drill down into the results based on the organizational structure

and by demographic(s); dashboard reporting; summary of strengths and opportunities; comparison to internal and external benchmarks; comment analysis; key driver analysis; text analytics and sentiment analysis; linkage analyses with other datasets to show how engagement and enablement relate to other key performance metrics; matrix reporting; and bulk manager report exports.

- Post-survey services: action planning best practice library; online action planning integrated into reporting platform with suggested actions based on survey results; action planning strategy sessions to build a roadmap of suggested actions, timing, resources and accountabilities; train the trainer workshops for human resources team; manager training sessions to enable managers to understand their reports and take action on the results; annual engagement calendar and employee communication plan; and focus groups to supplement survey insights and create buy-in for action.

Mercer | Sirota

Website: www.mercer.com/sirota

Mercer | Sirota is a business segment within Mercer Consulting LLC which provides organizational assessment and consulting services including engagement, climate, culture, and employee-life cycle surveys. We are a global, full-service provider with a solution that includes our proprietary survey and reporting technology platform, normative benchmark data, data analytics services, project management, consulting, and action planning support and follow-through. Sirota Consulting has been in business since 1972 and became a part of Mercer in December 2016. Mercer is the world's largest HR consulting firm.

Services:

- Employee engagement surveys
- Pulse surveys
- Onboarding surveys
- Exit surveys
- Leadership surveys 360
- Culture assessments
- Predictive analytics
- Employee lifecycle research
- Executive briefings
- Post survey action and coaching
- Executive strategy discussions
- Action tracking