



2018 Trends in Global Employee Engagement

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About the Global Employee Engagement Study

About the Study

Aon Measures Engagement Comprehensively



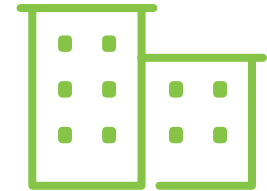
8m

employee responses



1,000

companies globally



60+

industries

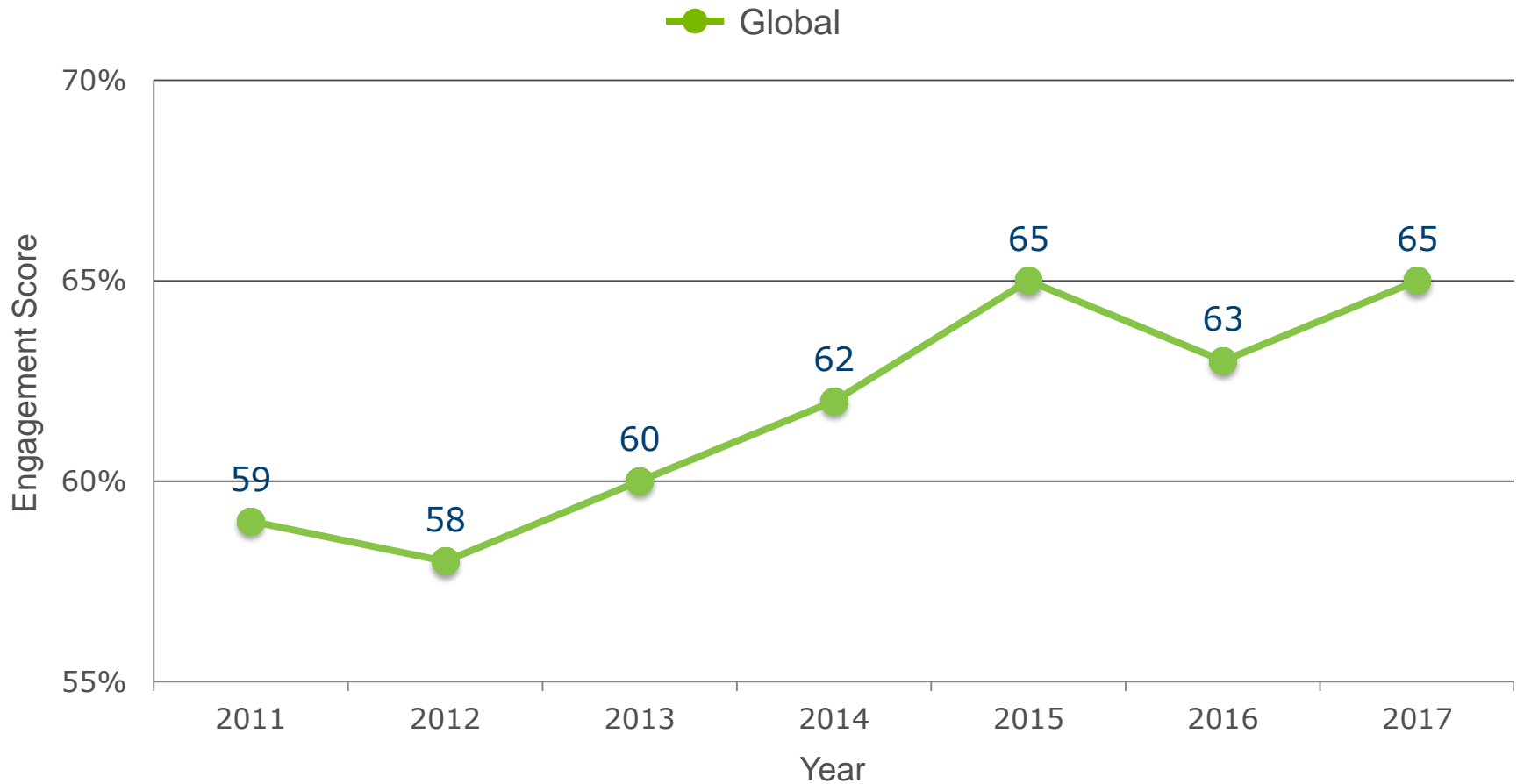
About the Study

Engagement is defined as “the level of an employee’s psychological investment in their organization.”



The Global State of Engagement

Global Engagement Over Time



Global State of Engagement



70%

↑2



61%

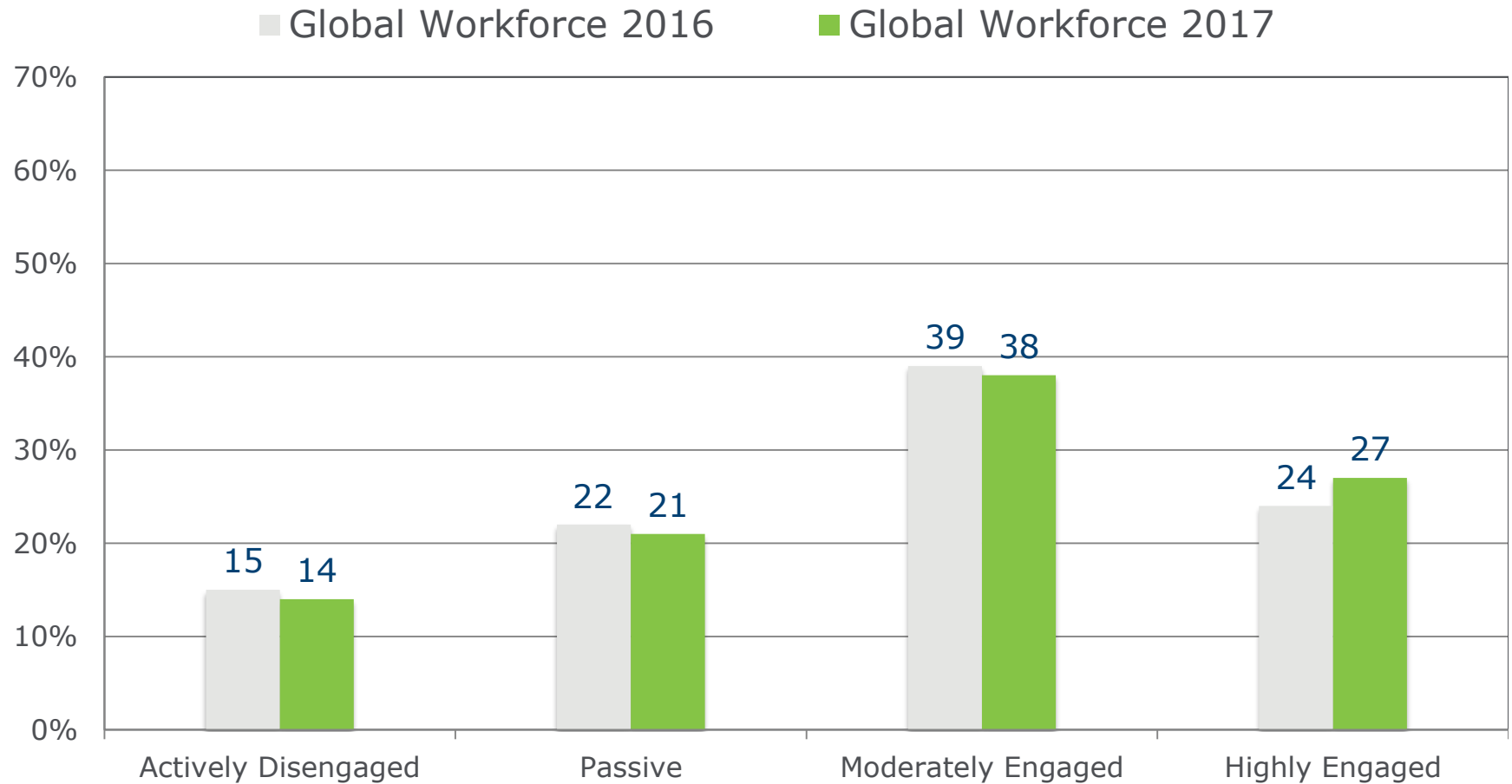
↑1



64%

↑2

Global State of Engagement



External Forces of Change Companies Face



**Changing
Socio-Political
Environment**



**Competitive
Disruption**



**Rapid
Technology
Advancement**



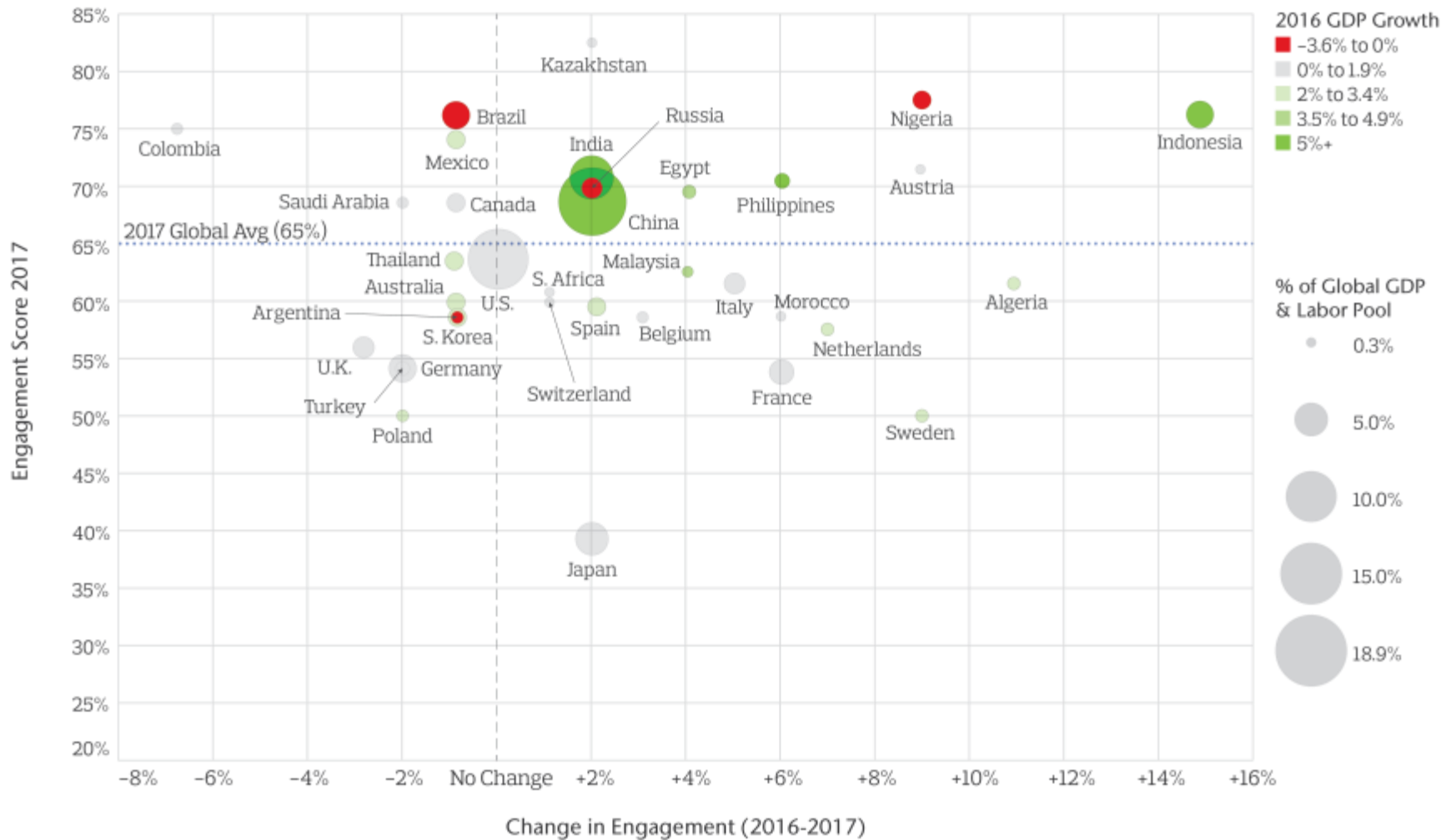
**Changing
Talent
Expectations**

Polling Question 1

What are your most pressing business-driven people priorities?

- ☐ Managing Organizational Transformation/Digitization
- ☐ Culture change
- ☐ Leadership development
- ☐ Integrated people analytics
- ☐ Employee experience/lifecycle management
- ☐ HR Function transformation to address new work methods
- ☐ Selecting the right talent
- ☐ Retaining the right talent

A Closer Look



Top Opportunities for Engagement Global vs Regional

Dimensions	Global	APAC	Europe	Latin America	North America	Africa
Rewards & Recognition	1	1	2	3	3	1
Senior Leadership	2	2	1	1	2	6
Career & Development	3	3	3	2	4	3
EVP	4	4	4	7	5	2
Enabling Infrastructure	5	5	5	5	1	5

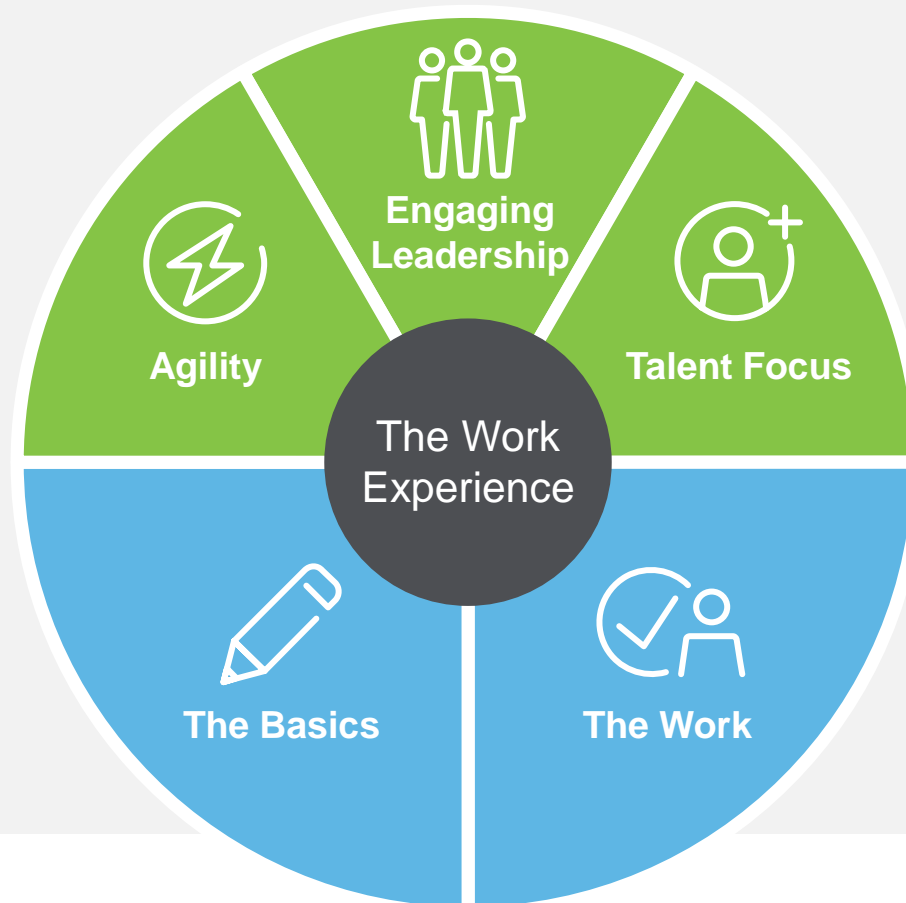
Trends in Top Opportunities Within North America

Dimensions	North America	Canada	U.S.
Enabling Infrastructure	-1%	-6%	-1%
Senior Leadership	0%	-2%	0%
Rewards & Recognition	1%	-2%	2%
Career & Development	1%	-1%	1%
EVP	0%	0%	0%

What do these trends mean for my organization?

The Implications

How the implications of global volatility are expressed in Aon's Model of Employee Engagement.



Poll Question 2

What are your greatest challenges showing value for pulsing/continuous listening?

- ☐ Leadership and organizational support/readiness
- ☐ Clear objectives and business strategy
- ☐ Authoring quality surveys
- ☐ Getting the frequency right
- ☐ Pulsing/data analytics coordination across teams
- ☐ HR/Manager capability limitations to take action
- ☐ Data privacy concerns

What is the path to improving
employee engagement?

Taking Action

Continuous listening is misleading.
Avoid passive observations.



**Surveys &
Software**

+



**Data &
Analysis**

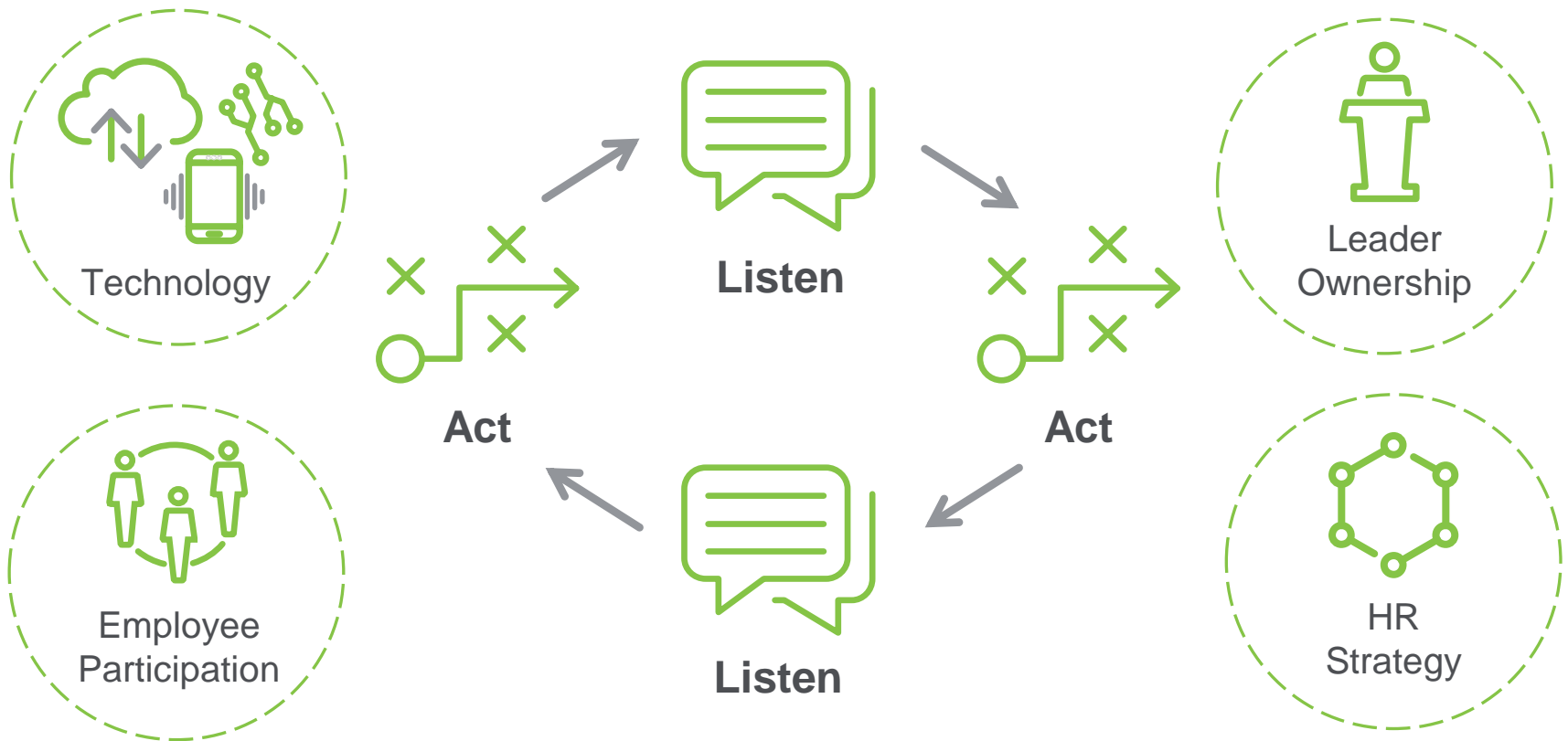
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**Inactive
& One-Way**

Taking Action

Getting your people on board is a big part to accelerating growth.



Questions?

Q & A

Participate

Aon Global Employee Experience Measurement Research 2018 **We Want Your Opinion!**

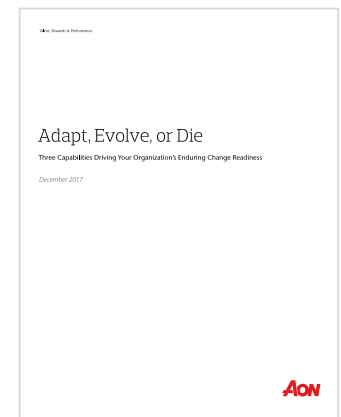
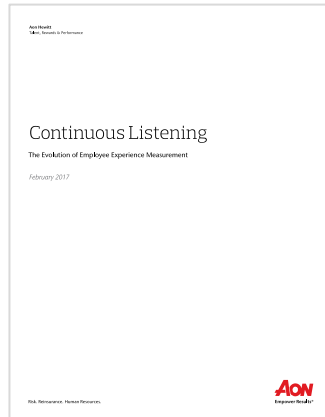
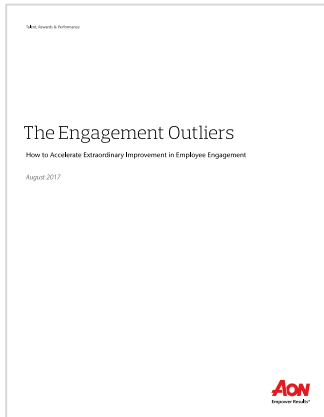
#getintothedialogue

Employee expectations and market changes are demanding that employers change the way they engage and interact with their workforce. Measuring and analyzing the employee experience throughout the employee lifecycle is critical to managing talent effectively in today's workplace.

Learn how to participate at:
aon.com/getintothedialogue

To Learn More...

Access resources at
insights.humancapital.aon.com/culture-engagement



If you'd like to learn more about Aon's Engagement solutions or have any questions about this webinar, please contact us at:
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