

Take an agile approach to manage your Employee eXperience

Global Employee eXperience Report 2019

Learn how eXtraordinary organizations unlock the power of their people.

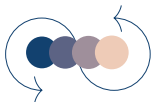
Extraordinary organizations develop an eX strategy focused on the business, behaviors and change readiness.

They measure more but with clear governance, objectives and focus on behavior change.

Their top improvement priorities are:



CULTURE



CHANGE READINESS/AGILITY



EMPLOYEE ENGAGEMENT

eXtraordinary organizations focus on what is important to the eX, they feel more confident in delivering the eX they promised.

SUCCESSFUL EX REQUIRES AN AGILE APPROACH TO STRATEGY, DIALOGUE AND DELIVERY.

eX STRATEGY

25%

have an Employee eXperience strategy.

eX FEEDBACK

29%

have a clear Continuous Dialogue strategy.

eX DELIVERY

31%

deliver on the Employee eXperience they promise.

CREATE AND DELIVER AN EX THAT SUPPORTS YOUR CULTURE AND BUSINESS OBJECTIVES

Get clear on the segments and experiences most relevant to business performance.

79%

believe that eX has business impact. Yet less than a third of the organizations surveyed identified the lifecycle stages and workforce segments key to their talent strategy.

Don't be deceived: Continuous Dialogue is so much more than additional surveys and pulses.

71%

expected faster progress in lifecycle measurement. Leadership support, connection to business & talent strategy and focus on behavior change leading to individual and organizational success are the most important enabling factors of a successful Continuous Dialogue.

Make your people, programs and systems all converge to implement eX improvements.

23%

say that managers are capable and have the capacity to deliver the eX. While 71% still view HR as the primary owner of eX, organizations have to recognize that leaders and managers also play a significant role and enable them to deliver on the promised eX.