

Are your employees 'Present and Unaccounted For' and what damage is that doing to your organisation?

Many recent studies of employee engagement and hence disengagement, starkly reveal the enormous cost to a business of having most of your employees 'being present and unaccounted for'. Surveys also disclose that there are a reasonably significant number of employees who actively attempt to undermine the organisation.

Despite the results from these studies, many Boards and senior management choose to ignore the reality. Maybe they are thinking that our organisation is either immune or 'we could not be like the others'?

Some figures quote around 80% of employees to be disengaged. That is staggering especially when it is often shown to have a direct negative impact on an organisation's performance.

So why do Boards and/or senior managers not have this as an active item on their agenda? It could be suggested because it requires the investment of their time, organisational effort and the allocation of resources.

A working definition of engagement is as simple as employees holding a positive attitude about the organisation and all employees having the view that they are responsible for the strength of that engagement.

It seems true that there are ever-present challenges around employee engagement in most organisations. This in particular requires Boards and management to recognise that there is a need to tailor the support activities to take into account the characteristics of the different groupings within the organisation. Some of these may be the age, length of service, performance management experiences, and role and responsibilities they have within the operations.

One of the core drivers of employee engagement appears to be consistently reported as that of the employee/manager relationship.

Enterprise Care through its Governance Intelligence® Health Check can readily identify your organisations position concerning employee engagement. The vitality and strength can be revealed and a focus suggested for those areas that will benefit from a positive intervention.



Interestingly only very recently did Warren Buffett suggest that corporate America has a problem in the area of employee productivity. Buffett commented that in his view there are lots of employees who “aren't doing anything or are doing the wrong thing.”

“We don’t have any committees,” he said. “We don’t have any PowerPoints at Berkshire ... we don’t have make-work activities. I’ve seen the other kind of operation and I like ours better.”

It is maybe more than a mere coincidence that a majority of employees are disengaged and too many employees aren't doing anything or are doing the wrong thing.

It seems that if Boards and senior management teams are not having a robust discussion about the level of their employee engagement; then are failing in their stewardship roles.

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