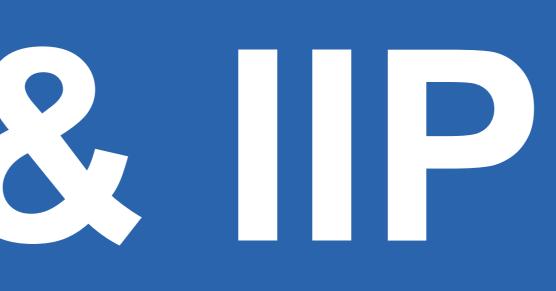
# Carrington West & IIP Engagement

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### Our Challenges Our Engagement Journey Wotter Top TipS Questions

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# IN PEOPLE At Carrington West Limited We invest in people Platinum A part of our community since 2015 (C)







#### Rapid Growth



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#### Recruitment

#### Hybrid Working



#### Everchanging Picture



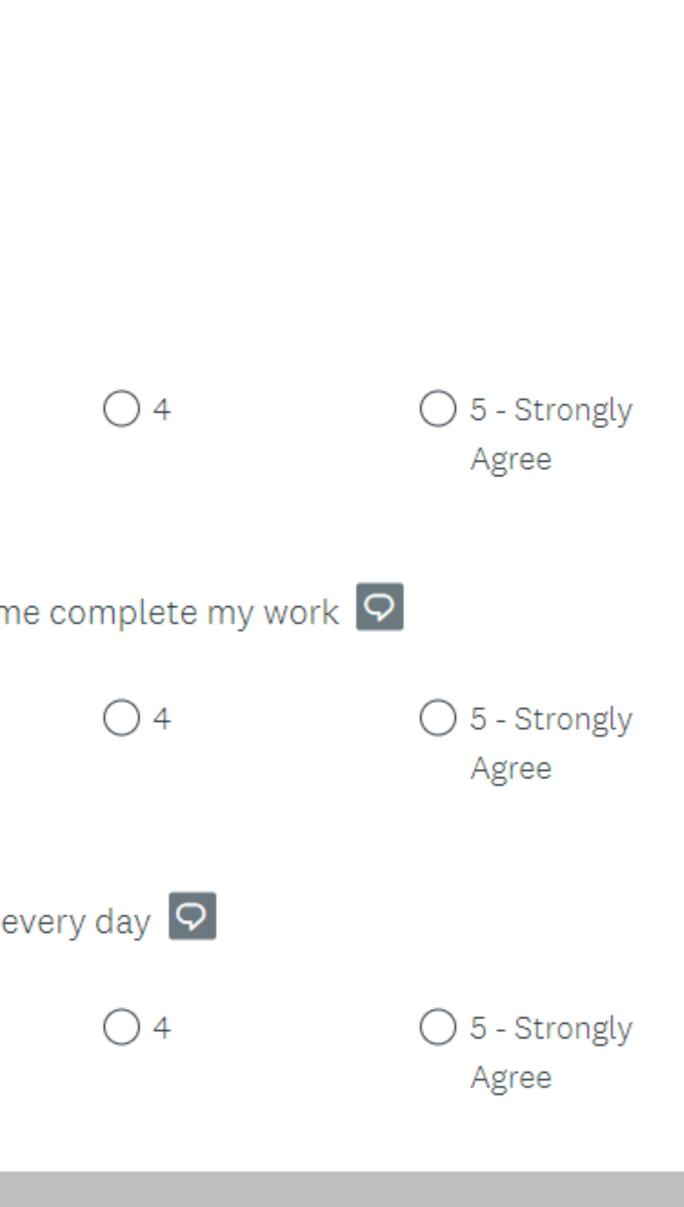
#### **Our Engagement Journey**

#### Then.... Lengthy bi-annual surveys Limited data from a single point in time

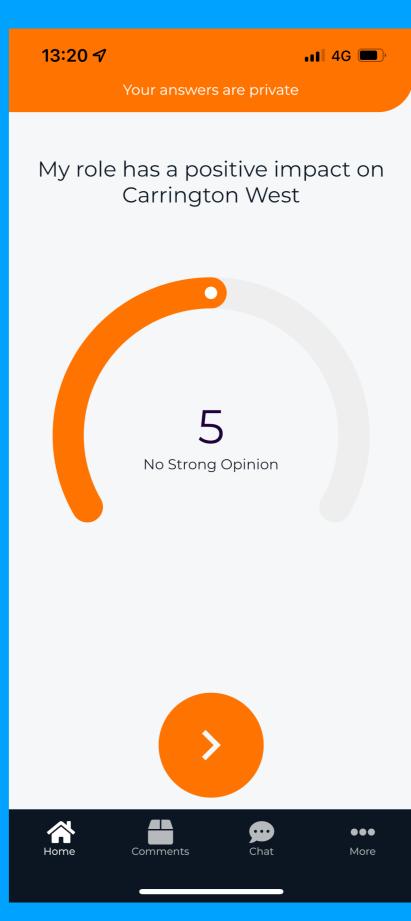
Employee Eng	gagement S	urvey - 2021	
* 1. I know what is e	expected of me	at work 오	
<ul> <li>1 - Strongly</li> <li>Disagree</li> </ul>	02	3	
* 2. I have the corr	ect materials ar	nd equipment to help r	r
◯ 1 - Strongly Disagree	02	0 З	
* 3. At work, I have	the opportunit	y to do what I do best (	e
◯ 1 - Strongly Disagree	02	3	

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#### ...Now Daily pulse surveys Feedback and actions shared monthly Live, actionable data Ability to section data in to different pillars of engagement

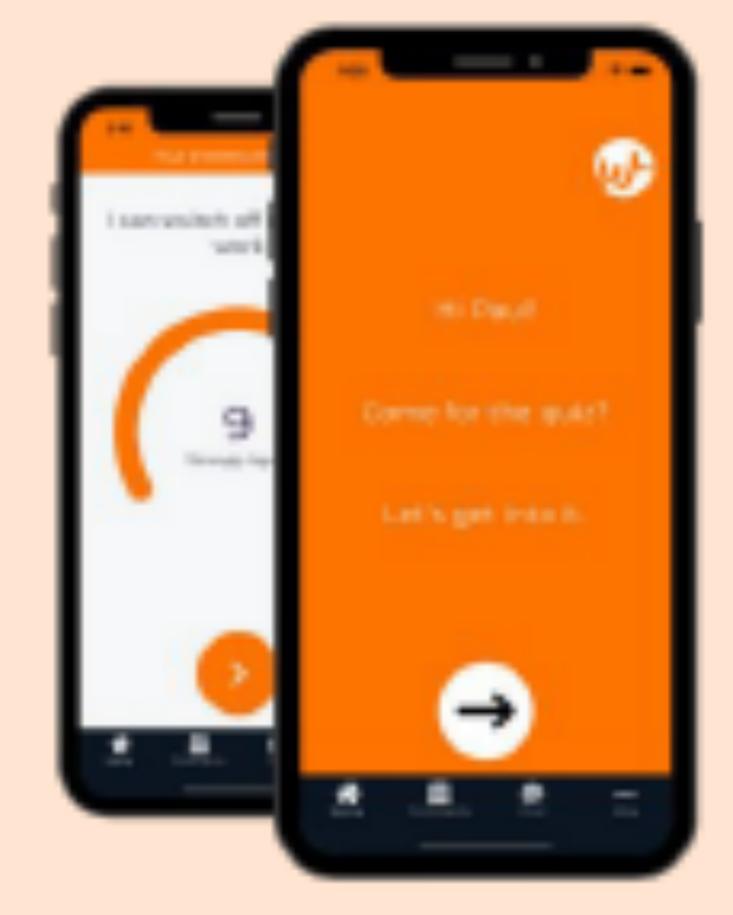












In its simplest form, the employee app gathers feedback from teams to check in on how they're feeling about all the important stuff.

(24 pillars of important stuff to be specific)

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Then, on your admin dashboard, you'll see a **breakdown** of that data. How staff are scoring in certain areas, the changes over time, and much more including direct but anonymous contact with employees.





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#### **Top Tips**

### Constantly ask for feedback • Listen to your employees

- scores
- Link initiatives to feedback Internal comms strategy Have a strategy – and share this across the business

- Benchmarking
- Remain ahead of market trends
- The work is never done

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Share feedback, engagement







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## Thank you emily.Christmas@carringtonwest.com

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