

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.

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.