

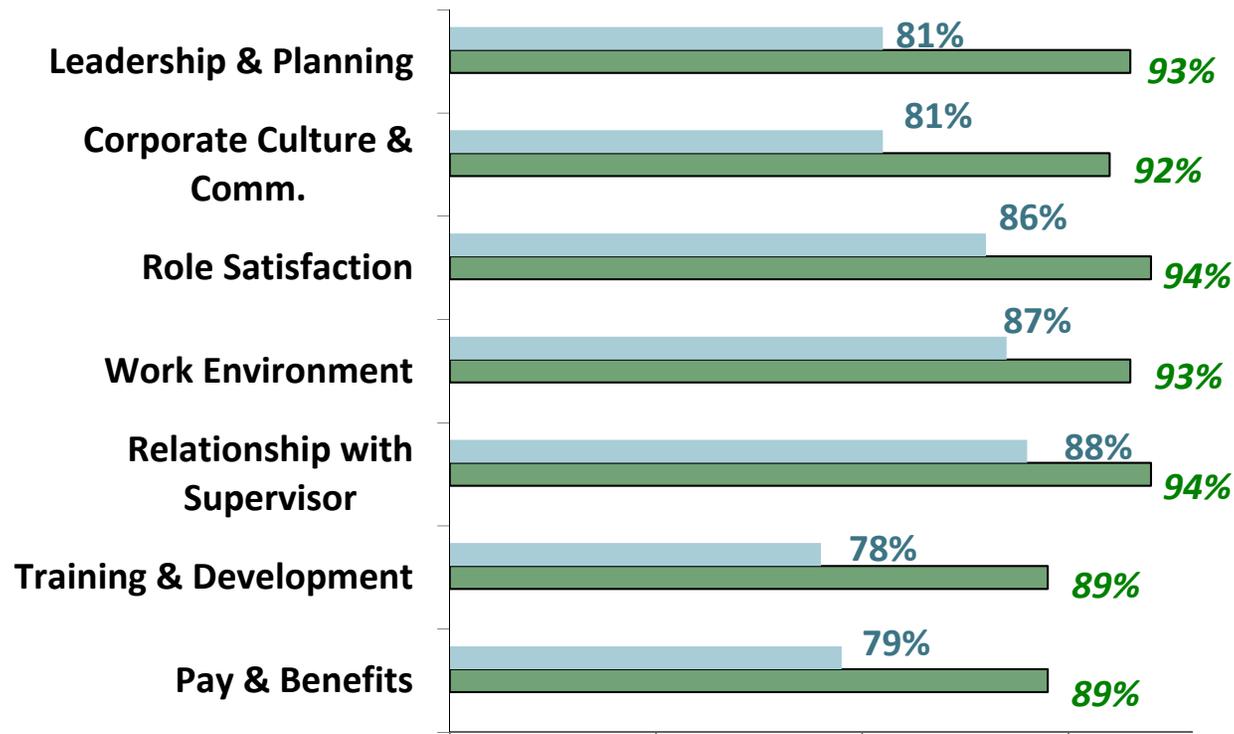
A dark blue silhouette of the state of Indiana. The text "BEST PLACES TO WORK IN INDIANA" is written in bold, black, uppercase letters across the upper portion of the map. The year "2020" is written in white, vertical, uppercase letters along the right side of the map. Two yellow stars are positioned to the left of the word "BEST". A small "TM" trademark symbol is located at the bottom right corner of the map silhouette.

BEST
PLACES
TO WORK IN
INDIANA
2020TM



Seven Employee Feedback Focus Areas

Average % Positive Response (**Non-List Makers**, **List Makers**)
2019 “Best Places to Work in Indiana” Results



Engagement - Defined

How emotionally connected one feels to their employer

- Job provides a sense of meaning and purpose
- Being proud to work for the organization
- Most days, look forward to going to work
- Being in an environment where you can do your best work
- Willingness to give extra effort to help the organization succeed
- Planning to stay with the organization for at least two more years
- Willingness to recommend employment to a friend
- Willingness to recommend products and services to a friend

National Overall Engagement – 41%*

Best Places to Work in Indiana – 94%

What the “Best” are Offering

(Source: Best Places to Work in Indiana - 2019)

- New hire referral bonus (80%)
- Healthcare coverage starts the first day (18%)
- Paid time off to volunteer/ community service (81%)
- Monetary incentives or PTO off for overnight travel (30%)
- Uses a PTO system (vs. vacation, sick, etc.) (71%)
- Telecommuting (74%)
- Flex hours/ compressed work weeks (73%)

What the “Best” are Offering

(Source: Best Places to Work in Indiana - 2019)

- Workplace facilities to promote fitness (73%)
- Mtgs & staff-only events limited to company time (69%)
- Productivity or time management workshops (58%)
- Personal finance workshops (69%)
- Free daily snacks (88%)
- Free or discounted tickets to ent/ sports events (71%)
- Lactation facilities for breastfeeding (82%)

What the Best are Doing Right

- They understand that real improvement starts with a commitment from the top
- They genuinely want to know what employees are thinking, so they survey and use the results
- They define their corporate values and live by them
- They hire for team and cultural fit
- They value experiences more than stuff

What the Best are Doing Right

- They communicate to employees why they are valuable
- They evaluate productivity vs. time served
- They embrace flexibility
- They hire/ promote leaders who love what they do
- They place trust and respect at the center of all relationships

Other Engagement Tips

- Make sure that all associates know why their work matters
- Eliminate inconsistent messages
- Dealing with the disengaged: invite up or out
- Guard against checklist mentality
- Remove obstacles to progress. Ask:
 - “What do you need right now for higher performance?”
 - “What is the dumbest thing you are working on right now?”
- Understand the individual drivers of engagement
- Know your generations and what appeals to each one



Registration Deadline for 2020
November 15, 2019



**INDIANA
CHAMBER**
LEADING BUSINESS | ADVANCING INDIANA

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