# Engagement Action Plan Worksheet 2018 Survey

# Organizational Engagement Strategy

### Engagement Purpose, Goals, and Outcomes

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| **Purpose** | **Improve employee engagement to provide the best possible employee experience.** |
| **Goals** | **Create a culture of employee empowerment.** |
| **Outcomes** | **Increased employee engagement and patient experience scores.** |

### Organizational Priority Drivers

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| **Areas to Maintain: INFORMATIONAL**  Successful drivers to keep top of mind in order to continue/build on their achievements. |
| 1. **Manager Relationships: *Job Engagement Driver* 69%** 2. **Employee Empowerment: *Job Engagement Driver*  67%** |
| **Opportunities to Improve: ACTION PLANNING**  Drivers that will provide the greatest ROI and should be focused on the most in order to improve engagement. |
| 1. **Departmental Relationships – *Organizational Engagement Driver*  55%** 2. **Learning & Development – *Job Engagement Driver* 57%** |

# Department Priority Drivers

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| **Areas to Maintain: INFORMATIONAL**  Identify successful drivers to keep top of mind in order to continue/build on their achievements. |
| **1.**  **2.** |
| **Opportunities to Improve: ACTION PLANNING**  Drivers that will provide the greatest ROI and should be focused on the most in order to improve engagement. |
| **1.**  **2.** |

# Team Action Initiatives

Based on data collected and analyzed with your team, list action initiatives below. Keep in mind; part of your departmental action plan must include at least one initiative to support an organizational priority driver as listed above.

### Action Initiatives

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| **Initiative** | **Targeted priority driver** |
| ***Example***:   1. *Establish a peer-led focus group to provide ideas on how to improve communications with other departments.* | Department Relationships |
| 1. *Identify a standard learning opportunity for the Dept. to increase customer service.* | Learning and Development |
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### Timelines and Task Owners

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| **Initiative/Action Item** | **Timeline/Completion Date** | **Task Owner(s)** | **Progress** |
| ***Example****:*  *Establish a peer-led focus group to provide ideas on how to improve communications with other departments.* |  |  |  |
| *Establish a focus-group to identify top three learning topics of the team and research training opportunities both in-house as well as external and include costs analysis.* |  |  |  |
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