Who Owns Employee Engagement?

Senior Leadership

- Demonstrate commitment to engagement by fostering trust, celebrating success, and listening.
- Set the tone and priorities for the company.
- Communicate the mission, values, and company strategy.

HR

- Provide employees with necessary resources and support for success.
- Create policies and programs that support employee engagement.
- Structure opportunities for internal growth and development.

Managers

- Coach employees and create opportunities for growth and development.
- Provide clear goals, expectations, and frequent feedback to employees.
- Create a positive team culture and perception of the larger organization.

Employees

- Bring unique set of values, priorities, needs, and expectations to work.
- Take responsibility for personal growth and development.
- Choose to engage (or not) based on needs and the employee experience.