

 ON DEMAND • WEBINAR

# How to Integrate Performance and Engagement for Business Success

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Performance

# Engaged employees deliver more value

59%

lower turnover

17%

higher productivity

21%

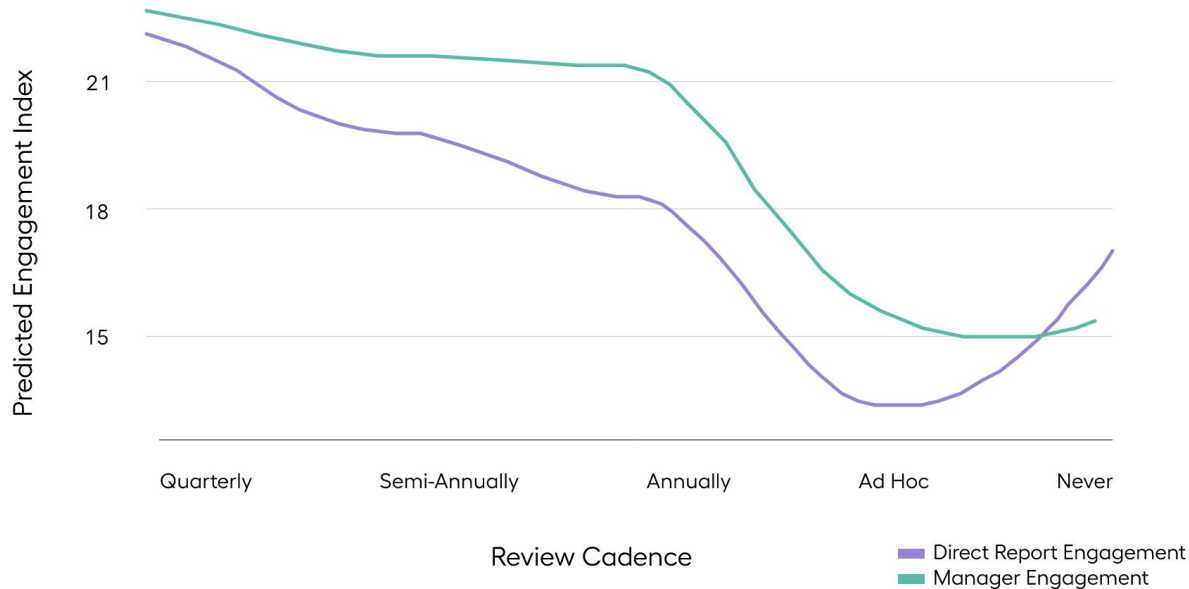
higher profitability



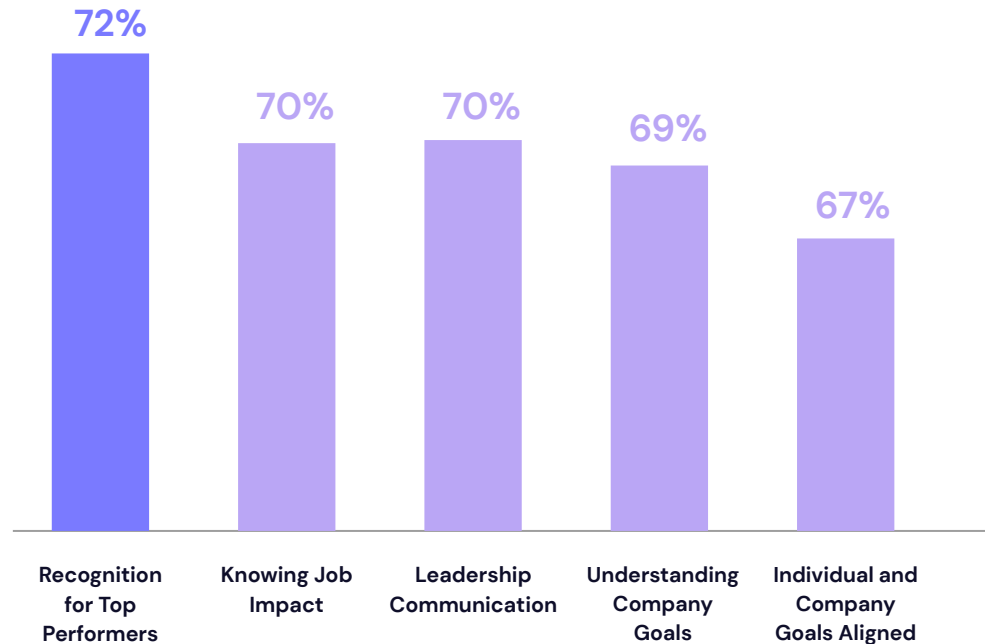
Source: Gallup, [The Right Culture: Not Just About Employee Satisfaction](#); percentages compare orgs with top quartile engagement to bottom quartile

## Review Cadence

# Performance practices impact Engagement



# Most Impactful Engagement Drivers



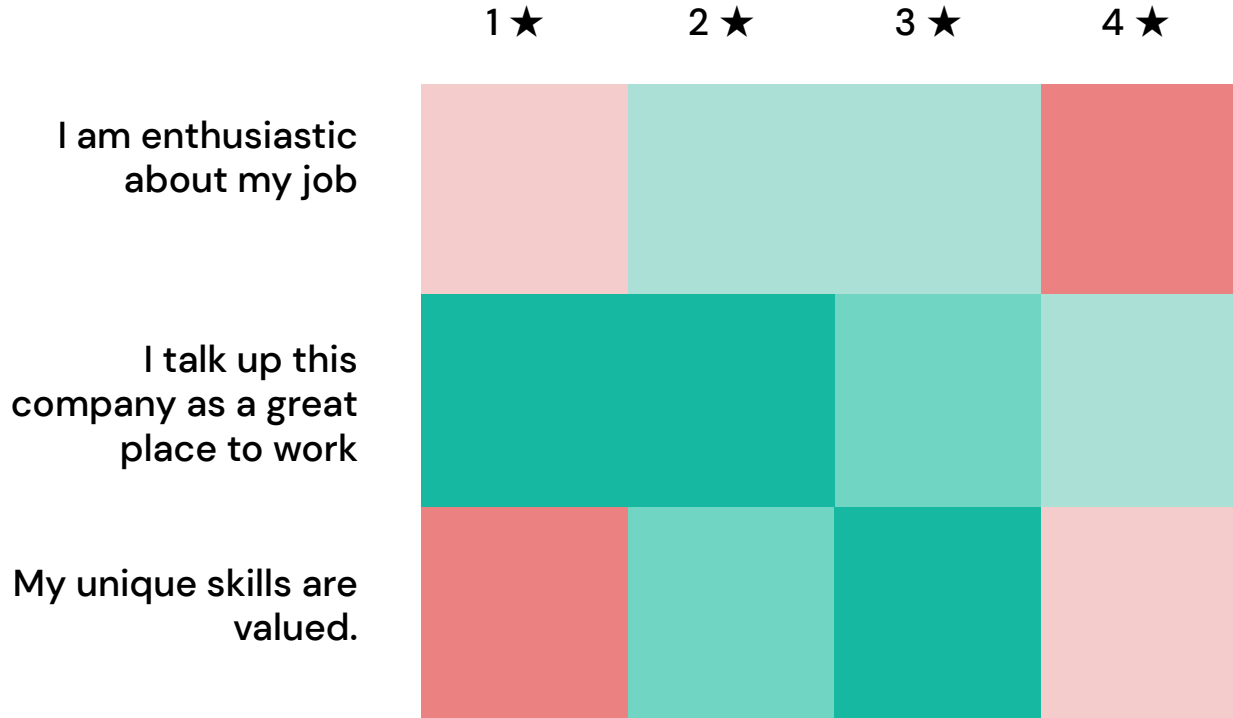
# Engagement drivers

- My manager sets clear expectations for my performance.
- My manager gives me actionable feedback on a regular basis.
- I feel recognized for my efforts and successes at work.
- My performance is evaluated fairly.
- My manager has had a meaningful discussion with me about my career development in the past six months.



## Metrics

# Engagement drivers by performance rating



# Final Takeaways

01

**Track success of performance process as engagement drivers**

02

**Track engagement drivers by performance rating**

03

**Establish healthy feedback and career growth programs**

