

# Carrington West & IIP Engagement

- Who We Are
- Our Challenges
- Our Engagement Journey
- Wotter
- Top Tips
- Questions



Technical recruitment company, working across the built environment sectors in the UK

95 employees

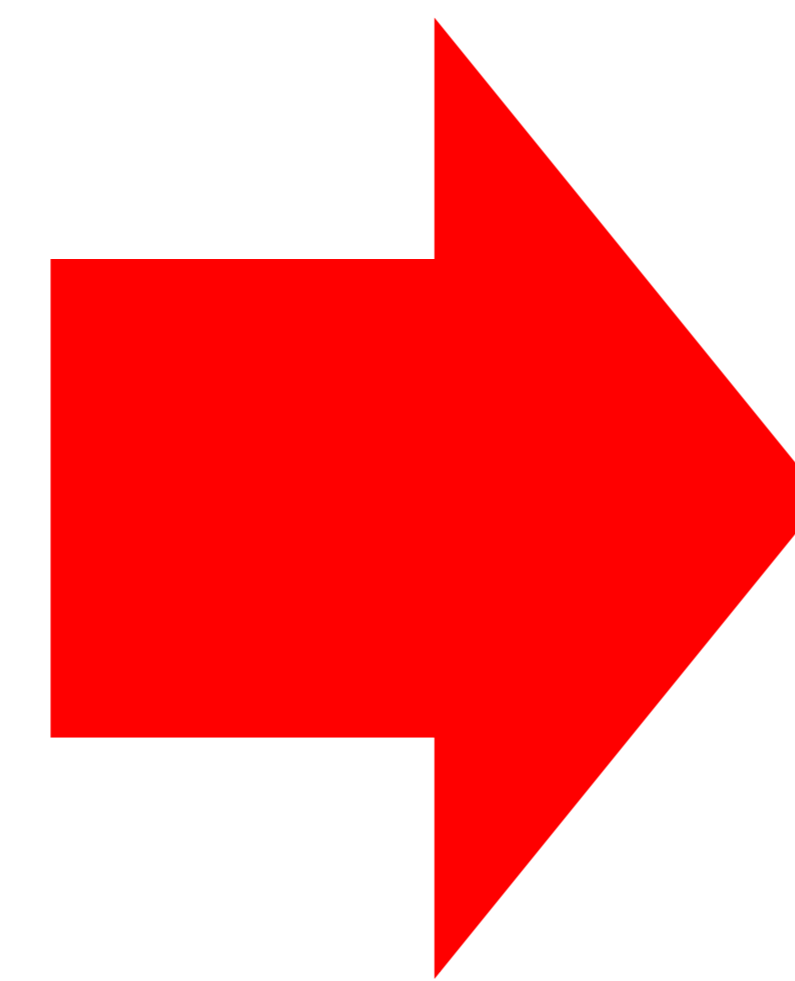


-  IIP Learning & Development Award 2020 & 2021
-  Award for Employee Engagement 2022
-  Employer of the Year, 50-249: Platinum



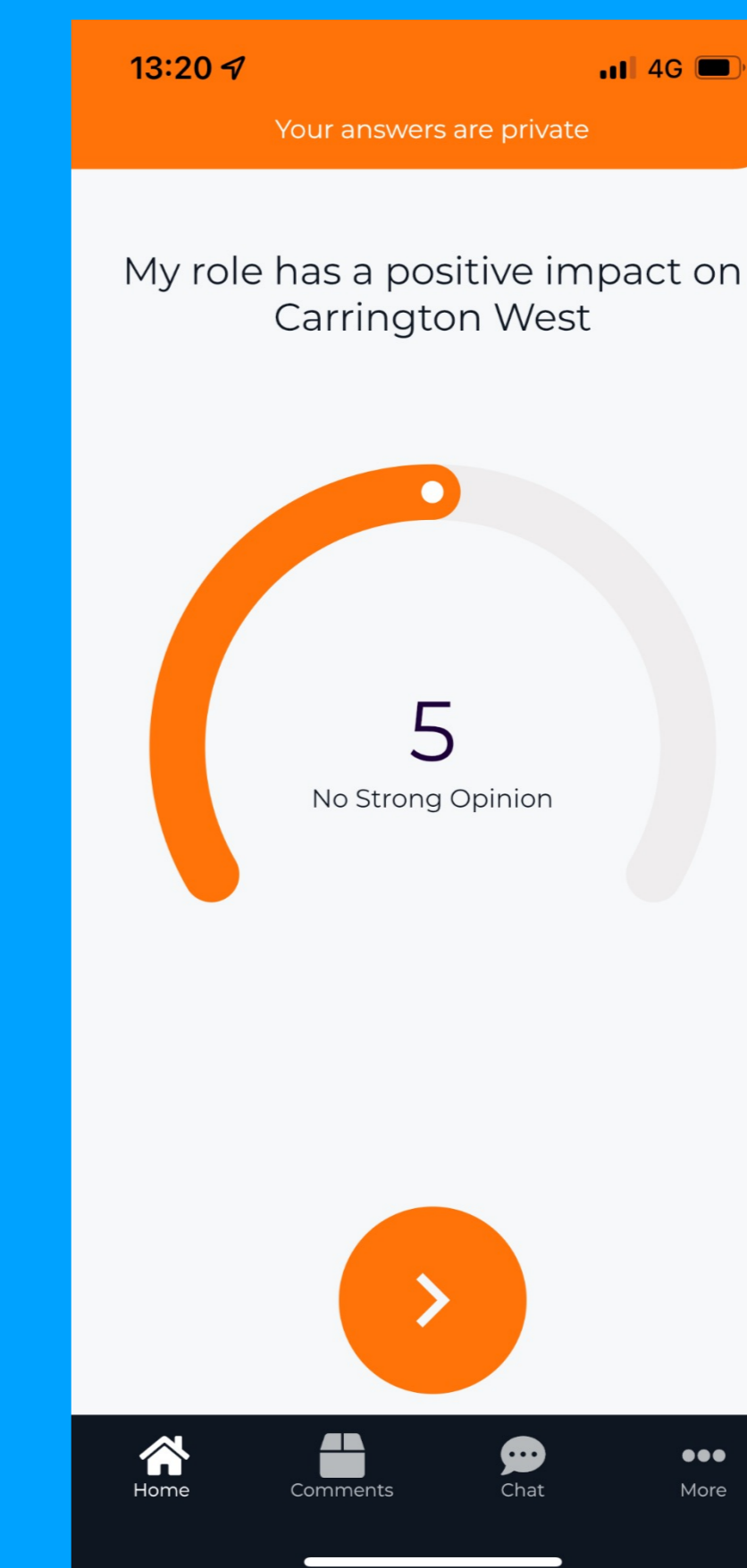
## Then....

- Lengthy bi-annual surveys
- Limited data from a single point in time



## ...Now

- Daily pulse surveys
- Feedback and actions shared monthly
- Live, actionable data
- Ability to section data in to different pillars of engagement





Then, on your admin dashboard, you'll see a **breakdown** of that data. How staff are scoring in certain areas, the changes over time, and much more including direct but anonymous contact with employees.

In its simplest form, the employee app gathers **feedback** from teams to check in on how they're feeling about all the important stuff.

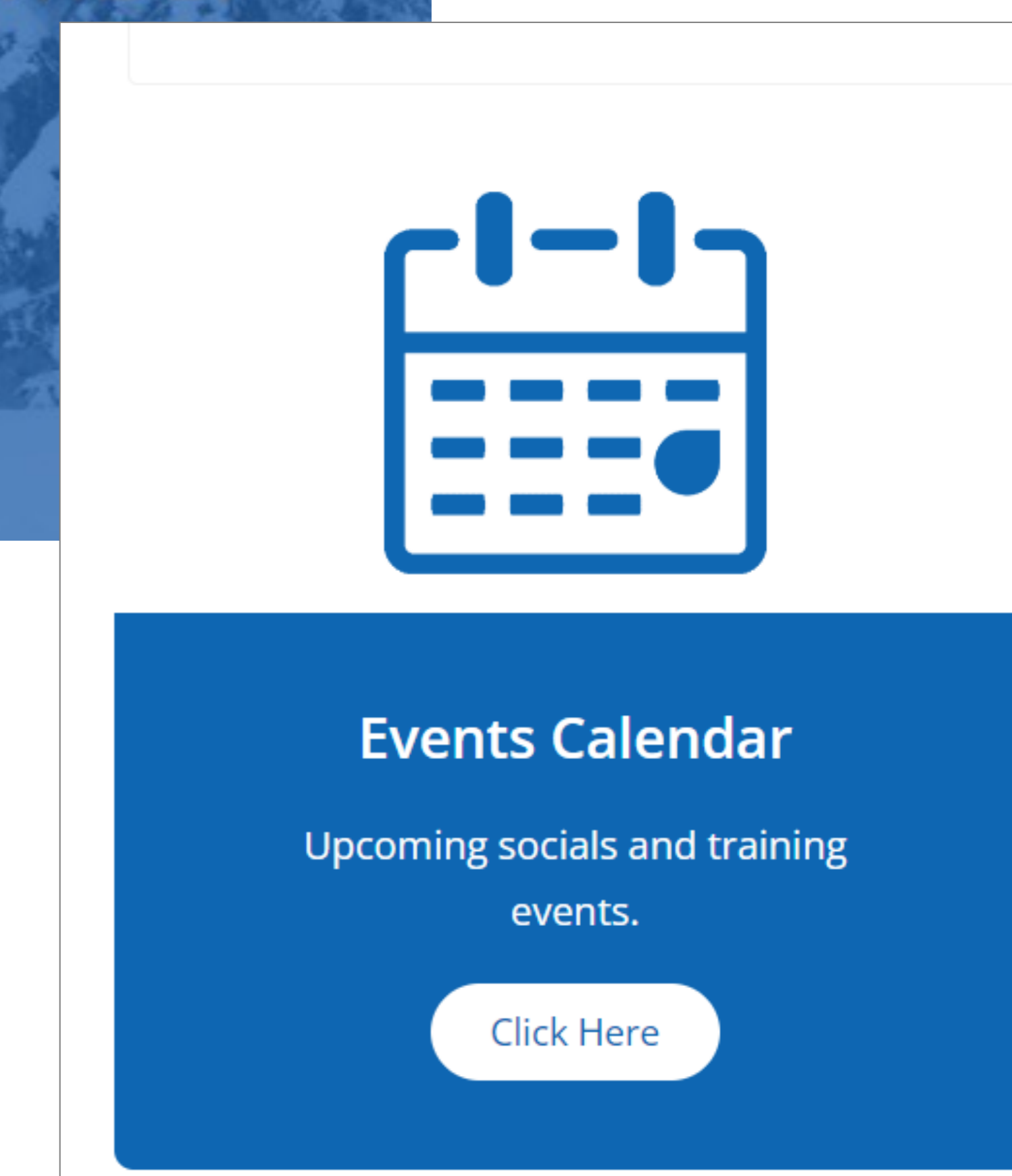
(24 pillars of important stuff to be specific)



- Constantly ask for **feedback**
- **Listen** to your employees
- **Share** feedback, engagement scores
- **Link** initiatives to **feedback**
- Have a strategy – and share this across the business
- Benchmarking
- Remain **ahead of market trends**
- **The work is never done**



- Newsletter
- Digital signage
- Noticeboard
- Desk drops
- Intranet
- Monthly meetings
- Weekly team meetings
- The “AllStaff email”

A button with a calendar icon, the text "Events Calendar", "Upcoming socials and training events.", and a "Click Here" link.





Taking Flight – Merrick Rosenberg 2012

- Eagles – use headlines, be precise and direct
- Parrots – be enthusiastic and use conversation before addressing the issue at hand
- Doves – ask for an opinion, talk in terms of how it will affect people
- Owls – be precise, explain your strategy and give details, details and more details.

# Any questions?

# Thank you

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