*Employee Engagement Action Plan*

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| **Areas for Improvement** | **Root Cause or Problem** | **Proposed Solutions** | **Measures of Success** | **Owner(s)** | **Timeline** |
| Our organization does a good job of communicating the goals and strategies set by senior leadership. (57%) | Leadership often makes a decision in a board meeting and moves forward in that direction, without communicating the direction. | - Have different members of senior leadership present at all-hands to communicate their goals & vision for the department- Send a three-bullet point recap to the company of every board meeting | - Increased attendance at all-hands meeting- Increase of at least 5% on this part of next month’s engagement survey | - CEO will choose presenters for all-hands- CMO will send out board recap | - All-hands: Every 2 weeks- Board meeting: Every quarter |
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