

# Employee Engagement Survey

**Your Competitive Advantage**

*“Measuring Human Capital”*

**Overview & Process**

*Developed and Delivered by:*





# Employee Engagement Survey

## *Your Competitive Advantage*

### Overview

#### Measuring Your Bank’s Human Capital

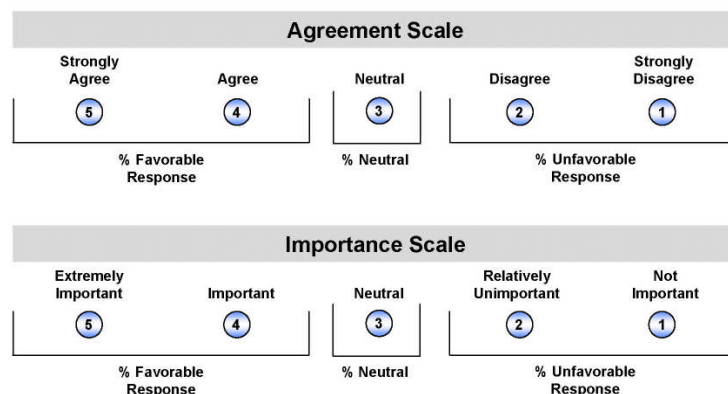
Saber and Associates, Inc. understands the importance of a workforce that is well motivated, appropriately trained, equitably rewarded and performs effectively and efficiently, aligned with your organization’s objectives. For the past fifteen years, Saber & Associates, Inc. has been assisting community banks in building higher levels of employee engagement. The research is not inconclusive, not limited to one particular bank or one particular region—it’s overwhelming . . .

*...The higher the level of employee engagement, the higher the performance of the Bank!*

The Employee Engagement Survey, developed and delivered by Saber & Associates, Inc., will assist your Bank in collecting data to determine the current level of employee engagement. Results will assist in identifying strategic priorities related to Human Resource management, bankwide. Wholly engaged employees lead to a more productive workforce that delivers higher levels of customer satisfaction and service quality.

#### The Employee Engagement Survey

The Employee Engagement Survey is a relatively simple, reliable, cost-effective way to measure how your bank’s employees feel about your organization via 25 questions in four broad-based categories as well as two demographic questions and three open-ended questions where employees can communicate in their own words. Importantly, the majority of questions used to measure engagement are actionable and controllable. The Web-based survey asks employees to indicate the extent to which they agree or disagree with the questions as well as indicate the extent of importance of each question. The response choices are as follows:



## Employee Engagement Categories

- Company Culture
- Teamwork
- Performance/Compensation
- Training and Development
- Communication and Involvement

## Employee Engagement Demographics

- Age
- Tenure

## 8-Step Logistical Process

Please contact us for a detailed overview of our simple, efficient process.

## Results

After the two-week online period has concluded, results are downloaded and analyzed by Saber & Associates, Inc. Hard copy survey results and a CD containing the results in PDF are sent to the CEO or Senior HR Director, presented in composite and graphic format. Typically, Saber and Associates, Inc. will be asked to further engage in a conference call or webcast to review survey results.

## Participate in 2006!

At the request of a number of clients, Saber & Associates, Inc offers this opportunity to participate in the Engagement Survey during August of 2006 at a special introductory price. Composite results of all community banks provide a benchmark to establish your Bank's strengths and opportunities. Don't miss this!

## Contact Us

For further information and to register your Bank to participate, contact our office in the manner most convenient for you:

Email us at [dsaber@saberassociates.com](mailto:dsaber@saberassociates.com)

Or Call 320-286-5059 and ask for either Kerry or David.