

CITY OF COLUMBIA

Employee Engagement Results Update

Completed

- Employee Engagement Survey conducted
- Results analyzed by CPS-HR
- Results returned to City leadership
- Custom Action Plans provided to departments

In Progress

- Planning for employee focus groups to gather additional information
- Identifying possible “quick fix” opportunities
- Strategizing for implementation of action plans

Next Steps

- Conduct employee focus groups
- Add information from focus groups to other data
- Implement Action Plans & pair up departments to encourage collaboration and best practice sharing
- Employee Engagement Subcommittee will take on this project

Employee Engagement Subcommittee

- Members from the Operational Excellence team
- Work with CPS-HR to review the results and recommended improvements
- Work with Senior Leaders to establish measurable objectives for employee engagement
- Work with HR, CityU and departments to develop action plans
- Monitor implementation of action plans and identify areas for improvement