

PART ONE | THE STATE OF CAREERS

The Engagement Illusion

Are your employees truly engaged or just going through the motions?



Your Right Management Facilitators



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Right Management – Florida/Caribbean



40+ years
of consulting experience

Presence in
over 75+ countries

10K+ clients
served

Experienced bench of
500+ experts and coaches

Serve
80% of Fortune 500 + 70% of Global 500

- Tom & Maureen Shea launched as Florida's first Outplacement firm in 1979
- Recognized as a Best Place to Work by Florida Trend magazine - 11 years
- Forbes America's Best Management Consulting Firm
- Tom & Maureen recognized by Florida Trend as two of Florida's Most Influential Business Leaders
- Maureen recognized in 2021 by South Florida Business Journal's Ultimate CEO Award and inducted NSU's H. Wayne Huizenga College of Business and Entrepreneurship Hall of Fame



Experience and expertise widely recognized



All-new State of Careers Research

Right Management provides insights into critical workforce questions to keep organizations competitive in the long run and deliver data-backed insights for leaders.

What do employees want?

How engaged are they?

Are leaders in tune with employee needs?

Where are the greatest retention risks?

What constitutes a fulfilling career?

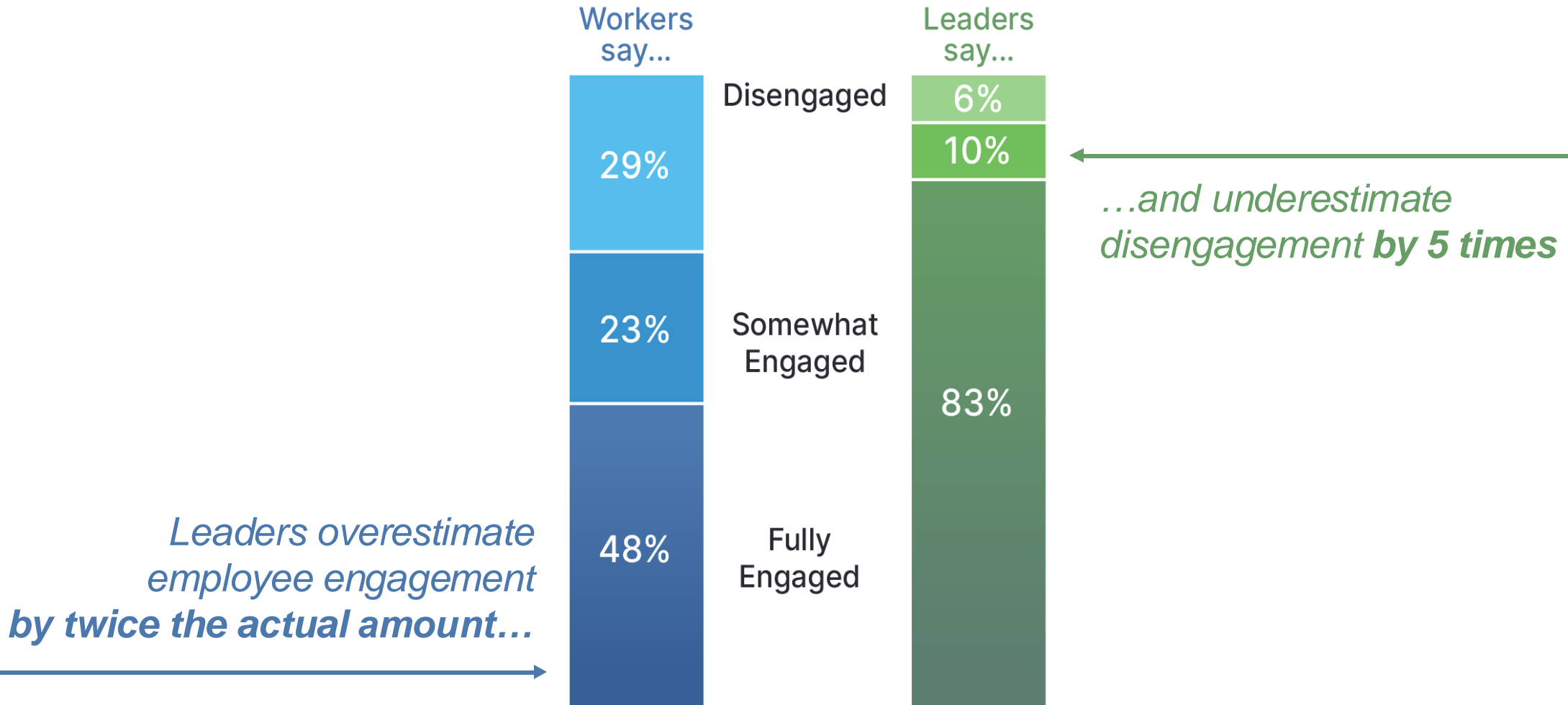
Demographic Information of the Study's Participants

- 400+ leaders
- 1000+ employees
- 75% from the US
- 25% from Canada
- All from companies with over 1,000 employees
- All from a mix of industries, including IT, Financial and Business Services, and Manufacturing

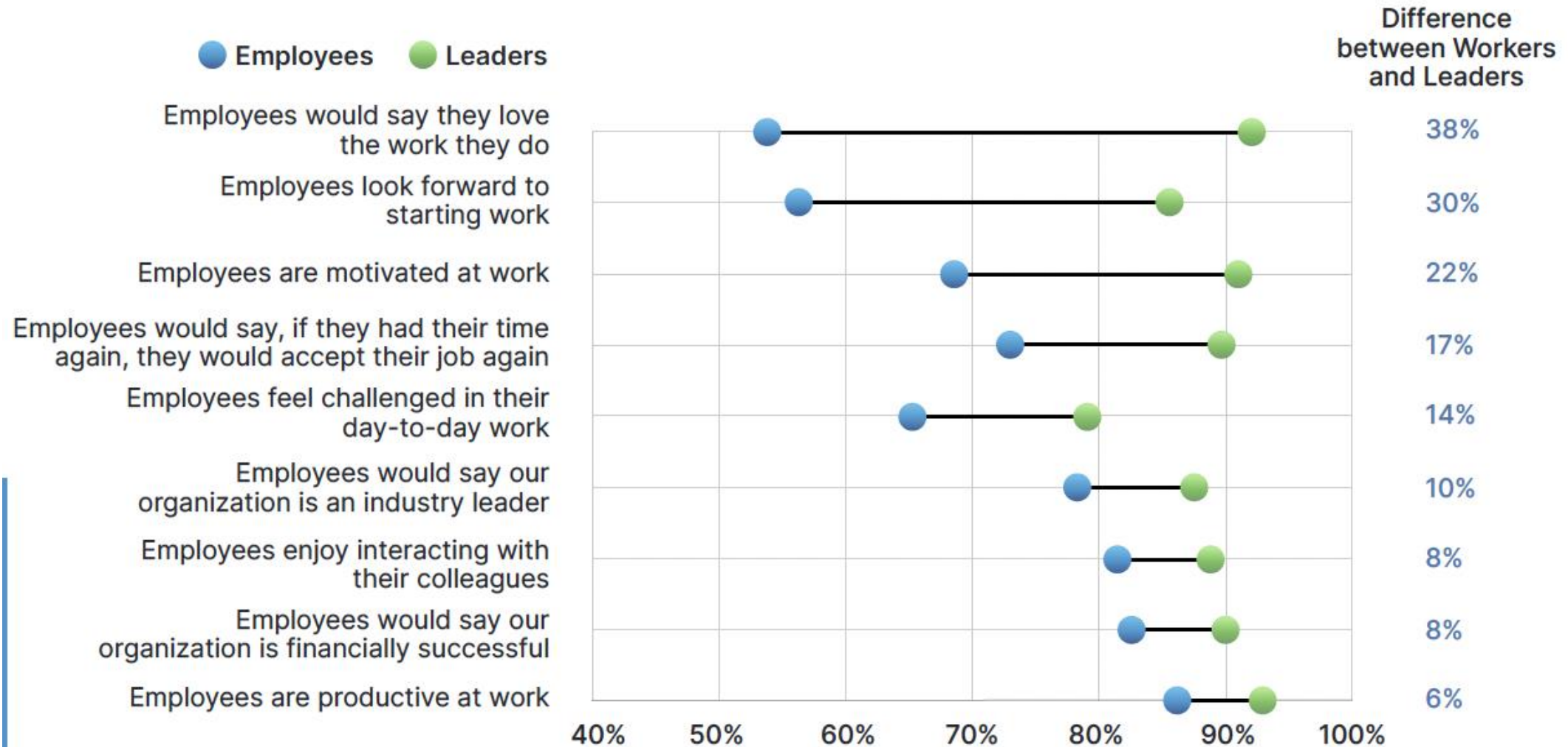
Why engagement? Why now?

Going Through the Motions?

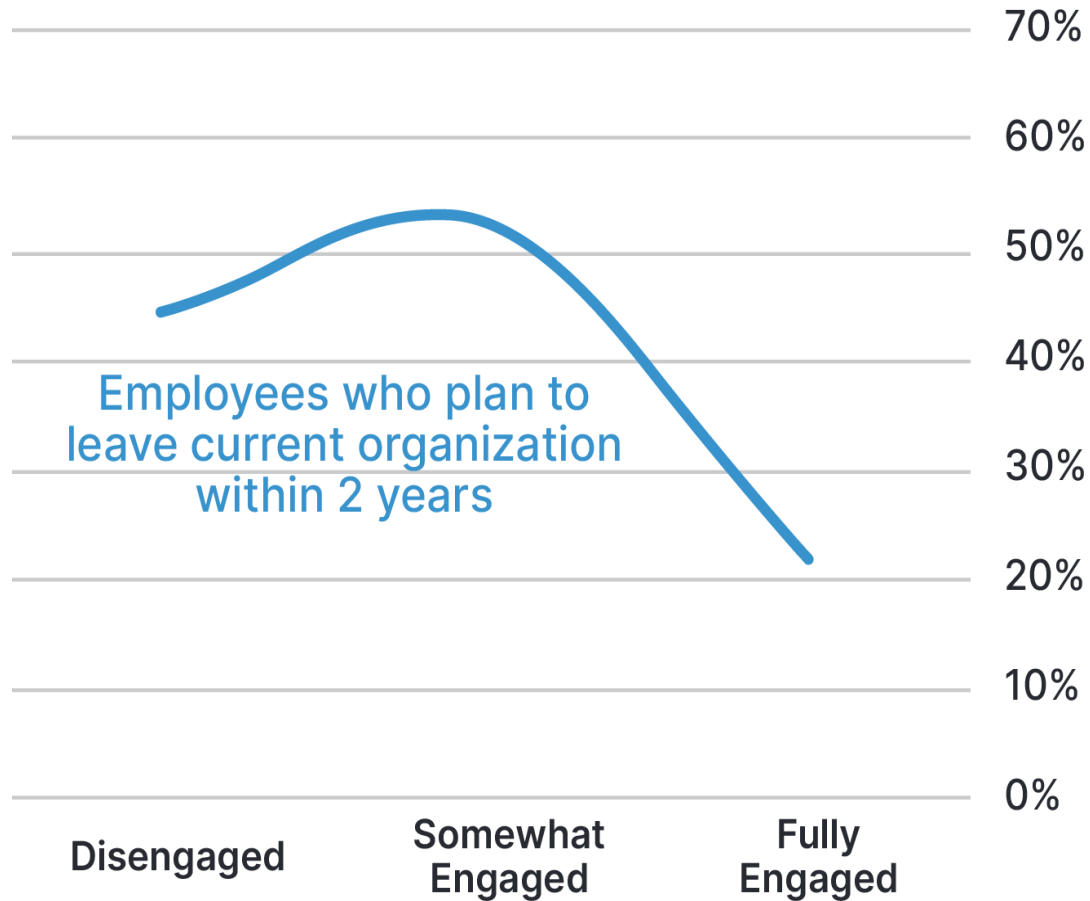
Employee engagement is much more dire than leaders perceive



What About Morale?



But Not All Engagement is Created Equal

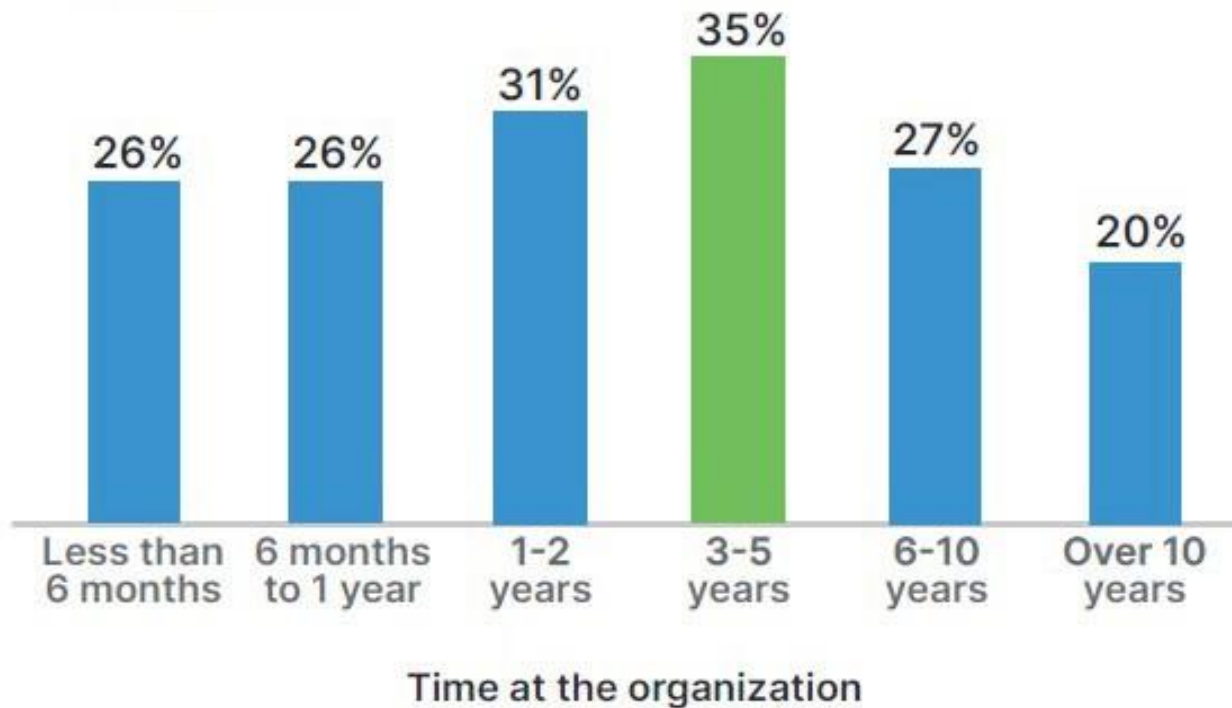


*Only individuals who are **highly engaged** were likely to be retained in the long term*

*Those who were **somewhat engaged** were just as likely to leave as **disengaged** employees.*

The Least Engaged Employee Segment: Middle Employees

Those who have been at the organization for 3-5 years are the most likely to be actively looking for a new job



Employees in the “middle” of the organization are most at risk of falling into the low or somewhat engaged category

“Employee loyalty is not a given, it’s not something that is magically created. Leaders have a responsibility to build empowering and nourishing cultures where people can find meaning and purpose in their work. This allows organizations to unlock the full potential of their talent as it increases motivation and retention of employees.”

- Beth Linderbaum, Ph.D., PCC, SVP
North America Delivery at Right Management



The Light at the End of the Tunnel: *Investing in Employee Development Drives Engagement*



Those who are fully engaged feel their organization:

- Invests in L&D (62% vs 38%*)
- Offers L&D opportunities they're excited about (53% vs 29%*)
- Offers career development support (44% vs 28%)
- Has a formal career development pathway (33% vs 15%*)

**vs those who are disengaged*

How Employers Can Meet Today's Employee Expectations



Build, enhance, and reimagine career development and talent management strategies to address engagement risk



Hold leadership responsible for driving engagement, productivity and loyalty



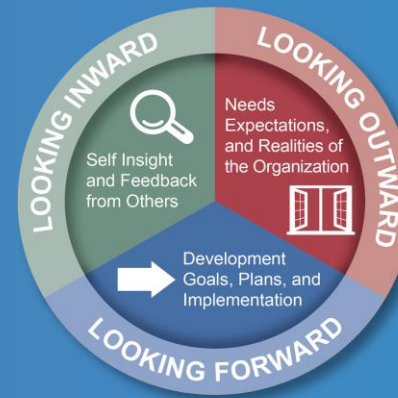
Focus attention on the needs of middle employees, 3-5 years tenure, to mitigate risk of disengagement

Our Latest Resources

State of Careers Part I & II



Owning Your Career



Upcoming Webinar 8/6

Expert Webinar

Employee Loyalty the Right Way:

Expert tips to empower and engage your workforce

Tuesday, August 6, 2024 | 11am CT

 Raphael Arjona Moderator VP, Strategic Growth	 Beth Linderbaum, PhD, PCC SVP, North America Delivery	 Kate Guzza VP, Principal Consultant	 Donita Lee Dir. of People and Culture
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