Let Your Voice be Heard!

Army Engagement in 2017



What is Employee Engagement?

A "sense of purpose, manifested in the level of dedication, persistence, and [discretionary] effort ... put into the work and into overall commitment to an agency and its mission."

How Can You Share Your Feedback?

- Annual Federal Employee Viewpoint Survey (FEVS)
- Opportunity to talk with leadership, at all levels, about what is going right and what isn't going so well in the organization

What are the benefits of Engagement?

Individuals see increased...









Organizations see increased...





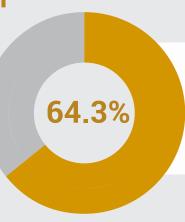




Retention

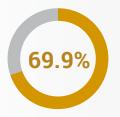
Army Civilian Engagement

Percent of Army Civilians responding positively on 2016 FEVS about feeling engaged



In measuring 2016 engagement, the Army focus-

Intrinsic Work Experience



Feelings of motivation and competency relating to workplace role

Supervisors



Interpersonal relationship between employee and supervisor (includes trust, respect, and support)

Leaders Lead



Perception of integrity of leadership and leadership behaviors (e.g. communication and workforce motivation)

In 2016 FEVS, you shared ...

Intrinsic Work Experience

- Positive feelings of alignment to Army mission and understanding of job expectations
- Desire for openness to innovation
- Mixed feelings on whether your talents were being used well

Army responded to your feedback with...



Tailored supervisor training to encourage employee empowerment techniques



More flexible eligibility requirements for **Competitive Professional** Development (CPD)



An Engagement best practices portal



An engagement module integrated into **DPMAP** rollout

Supervisors

- Appreciation that supervisors treat employees with respect and listen
- Desire for increased supervisor development tools and quidance
- Need for increased employee development support



An Onboarding and **Coaching Program for New Supervisors** (pilot FY17)



Guidance and job aids for non-monetary awards



ACT becoming the system of record for all non-acquisition IDPs



"Engagement via Art of Supervision" **Training Event**

Leaders Lead

- Cross-organizational trust challenges
- Challenges in senior leaders' ability to inspire motivation and commitment
- Need for more communication of leaders' goals and priorities



The Army Leadership Communication Guide (LCG)



A cross-Command E2 Council



Executive -Level Engagement **Events**



APLDF partnership promoting Civilian development to cross-cohort leaders



Your Army. Your Voice.

The 2017 FEVS will be your opportunity to share your feedback on leadership, pay, innovation, work-life balance, and other issues.

Window opens in May 2017!