Getting to Know Lattice’s Engagement Suite

February 24th, 2021
Agenda

- Overview: Lattice Engagement
- Engagement Surveys
  - Live Demo
- Mini Q&A
- Pulse Surveys & eNPS
  - Live Demo
- Q&A
Interested in Engagement?

Reach out to customercare@lattice.com
Resources

Lattice Library
- Manager’s Guide to Engagement Huddles
- How to Turn an Engagement Survey into Action
- Ultimate Guide to Employee Engagement
- Leveraging Your Results
- Analyzing Employee Survey Data

Help Center Articles
- Before You Launch Your Survey
- Setting Up an Engagement Survey
- Survey Analytics
- Pulse Analytics

Other Resources
- Admin Office Hours
- Change Management Hub
What is Lattice’s Engagement Suite?

Engage
Employee Engagement
- Surveys
- eNPS
- Pulse

Perform
Continuous Performance
- Real-Time Feedback & Praise
- Reviews
- Goals

Grow
Employee Growth
- Competencies
- Career Tracks
- Growth Plans

Analyze
People Analytics to power amazing decisions
Running an Engagement Survey

➔ Get a baseline measurement across a variety of themes
➔ Semi-annual Engagement Surveys
➔ A full Engagement Survey is typically somewhere between 20 - 50 questions
➔ Add an optional comment to all questions, to get anecdotal feedback from employees!
Creating & Launching Your Engagement Survey

➔ Try a Lattice template or start from scratch
➔ Create questions & themes
➔ Choose an anonymity threshold
➔ **Participation:** aim for 70 - 95% range
After the Survey: Uncover Drivers for Engagement & Action Plan

➔ Determine where to focus **action** for the **most impact**

➔ Use our science-backed **suggested actions** that drive manager autonomy

➔ Close the loop on employee feedback to build trust and increase accountability
Live Demo
Q&A
Optimize & Track Your Engagement Program with Pulse:

➔ Measure impact of initiatives and track ongoing progress & north star metrics
➔ Include 3-5 questions, tailored towards specific theme(s)
➔ Choose a cadence that works for your organization, and track participation rates for trends
Choosing Questions for Pulse Surveys

Things to ask yourself:

➔ Is there a clear path to action around this question?

➔ Is this something important to monitor? Meaning if the score drops, is there a problem going on we should identify?

➔ Is there an owner for the question in terms of taking action, and ability to take action?
eNPS

- North Star metric for employee experience
- “How likely are you to recommend our company as a place to work?”
- Turn employees into advocates
Live Demo
Thank You!
March 24th, 2021
An Introduction to Lattice’s Elevated Design

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