



Engagement Excellence **LIVE**



RewardGateway
the employee engagement people

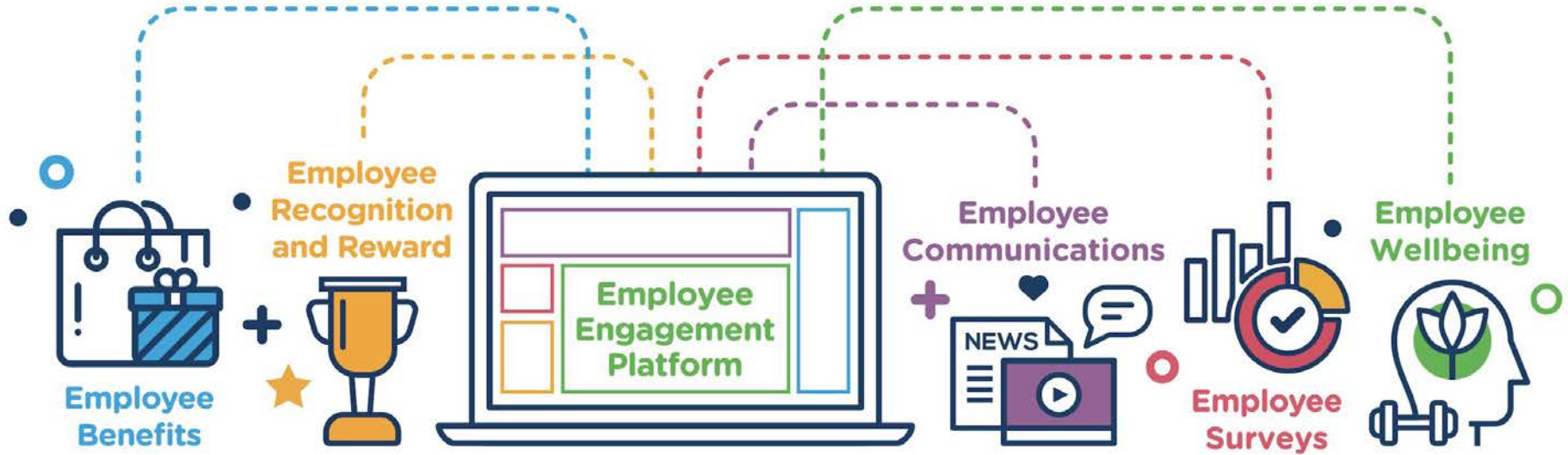
Future Focussed



The image features a central text message, "Let's make the world a better place to work", written in a bold, dark blue, sans-serif font. The text is slightly curved and positioned in the center of the frame. Surrounding the text is a dense, radial pattern of lines that emanate from a point just above the text, creating a sunburst or starburst effect. These lines are primarily dark blue, but are interspersed with lines in various colors including orange, yellow, green, light blue, and pink. The lines vary in length and thickness, giving the graphic a dynamic and energetic feel. The overall composition is centered and balanced, with the text clearly legible against the busy background of lines.

**Let's make the
world a better
place to work**

A unified platform to connect, recognise and support your people



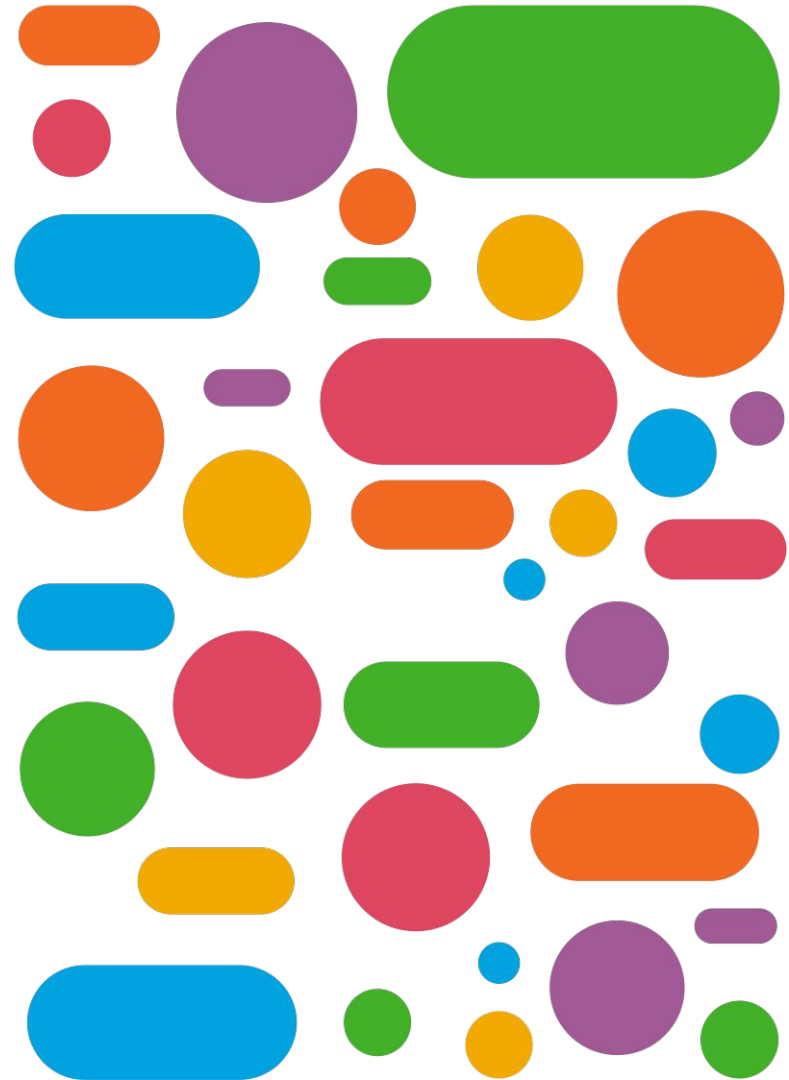




RG FOUNDATION



Engagement Excellence **LIVE**





Kylie Green

Global SVP of
Consultancy at
Reward Gateway

Opening Remarks



Employee Engagement Journey

In May, the percentage of
engagement reached

38%

— the highest since Gallup began
tracking the metric in 2000.

In June, Gallup recorded the most
significant drop:

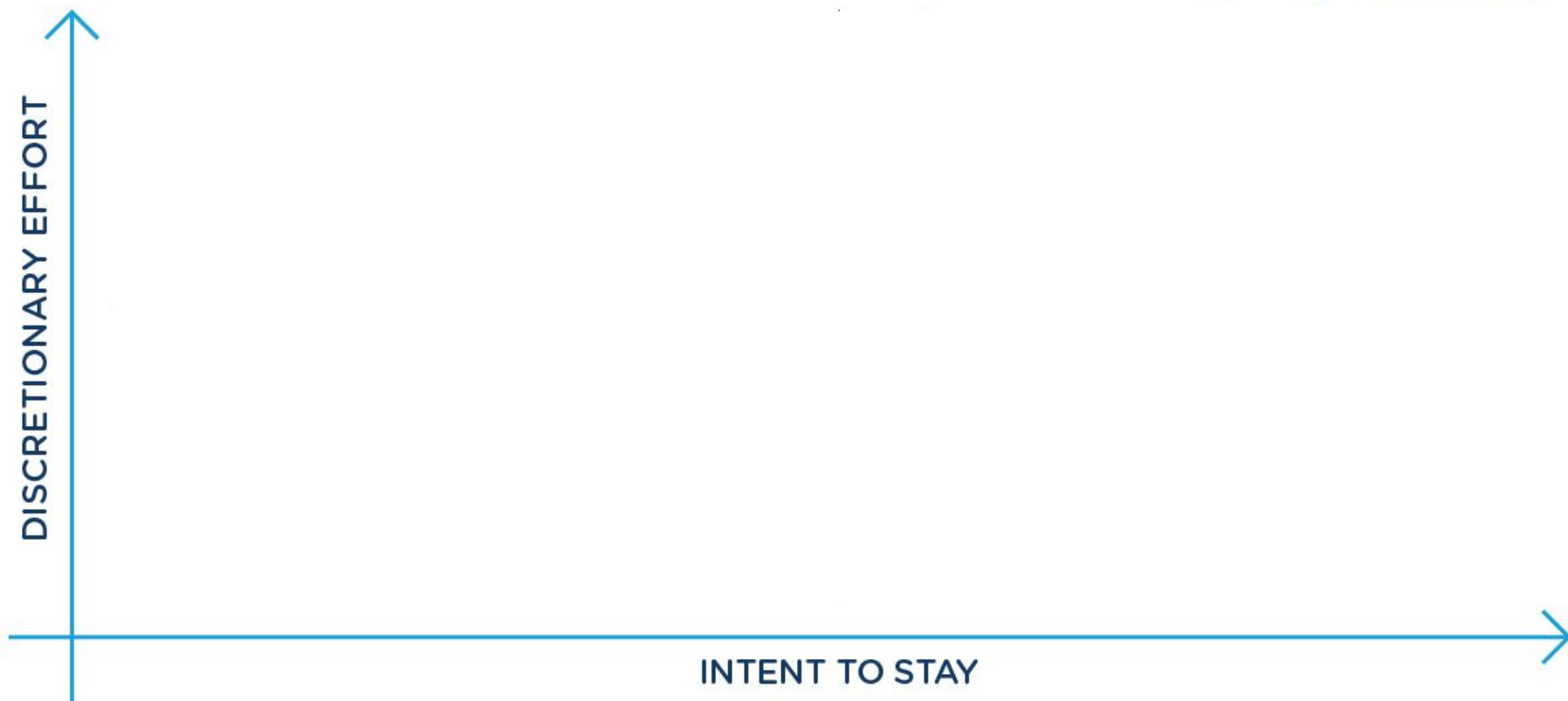
68%

of employees are disengaged
or actively disengaged.

STOP. REVIVE.
SURVIVE.

A wide, two-lane asphalt road stretches into the distance under a clear blue sky with a few wispy clouds. On the left side of the road, a metal guardrail runs parallel to the pavement. Behind the guardrail is a dense line of green trees and bushes. A tall, silver metal pole stands on the left shoulder, supporting a large, black rectangular digital sign. The sign displays the text "STOP. REVIVE. SURVIVE." in bright yellow, pixelated capital letters. The road curves slightly to the right in the distance, and the overall scene is bathed in the warm, golden light of late afternoon or early morning.

Quadrant of Employee Engagement



Quadrant of Employee Engagement



DISCRETIONARY EFFORT



Detractors:

Ready to challenge a decision before thinking about why it's been made. Thrives on disagreement and negativity and happily spreads it.

INTENT TO STAY

Quadrant of Employee Engagement



DISCRETIONARY EFFORT



Detractors:

Ready to challenge a decision before thinking about why it's been made. Thrives on disagreement and negativity and happily spreads it.



Stayers:

Puts in the bare minimum effort to fly comfortably under the radar. Won't rock the boat but won't step out of their comfort zone either.

INTENT TO STAY

Quadrant of Employee Engagement



DISCRETIONARY EFFORT



Go-getters:

High-energy, bright and motivated, but don't always look out for the team. Ready to jump ship if a bigger or better opportunity.



Detractors:

Ready to challenge a decision before thinking about why it's been made. Thrives on disagreement and negativity and happily spreads it.



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Puts in the bare minimum effort to fly comfortably under the radar. Won't rock the boat but won't step out of their comfort zone either.

INTENT TO STAY

Quadrant of Employee Engagement



DISCRETIONARY EFFORT



Go-getters:

High-energy, bright and motivated, but don't always look out for the team. Ready to jump ship if a bigger or better opportunity.



Ambassadors:

Driven, reliable, and looks out for the long-term good of the whole team. Finds a constructive way to speak up a spirit of positivity and improvement.



Detractors:

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Stayers:

Puts in the bare minimum effort to fly comfortably under the radar. Won't rock the boat but won't step out of their comfort zone either.

INTENT TO STAY



Employee Engagement Journey



Kylie Green

Global SVP of Consultancy
Reward Gateway

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Global Senior Vice President of Consulting
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Global Employee Communications Evangelist
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Content Journalist
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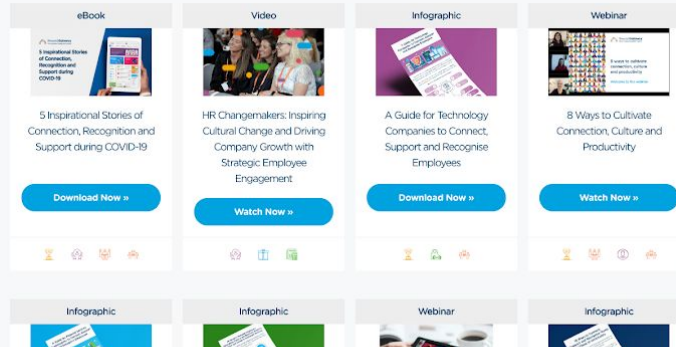
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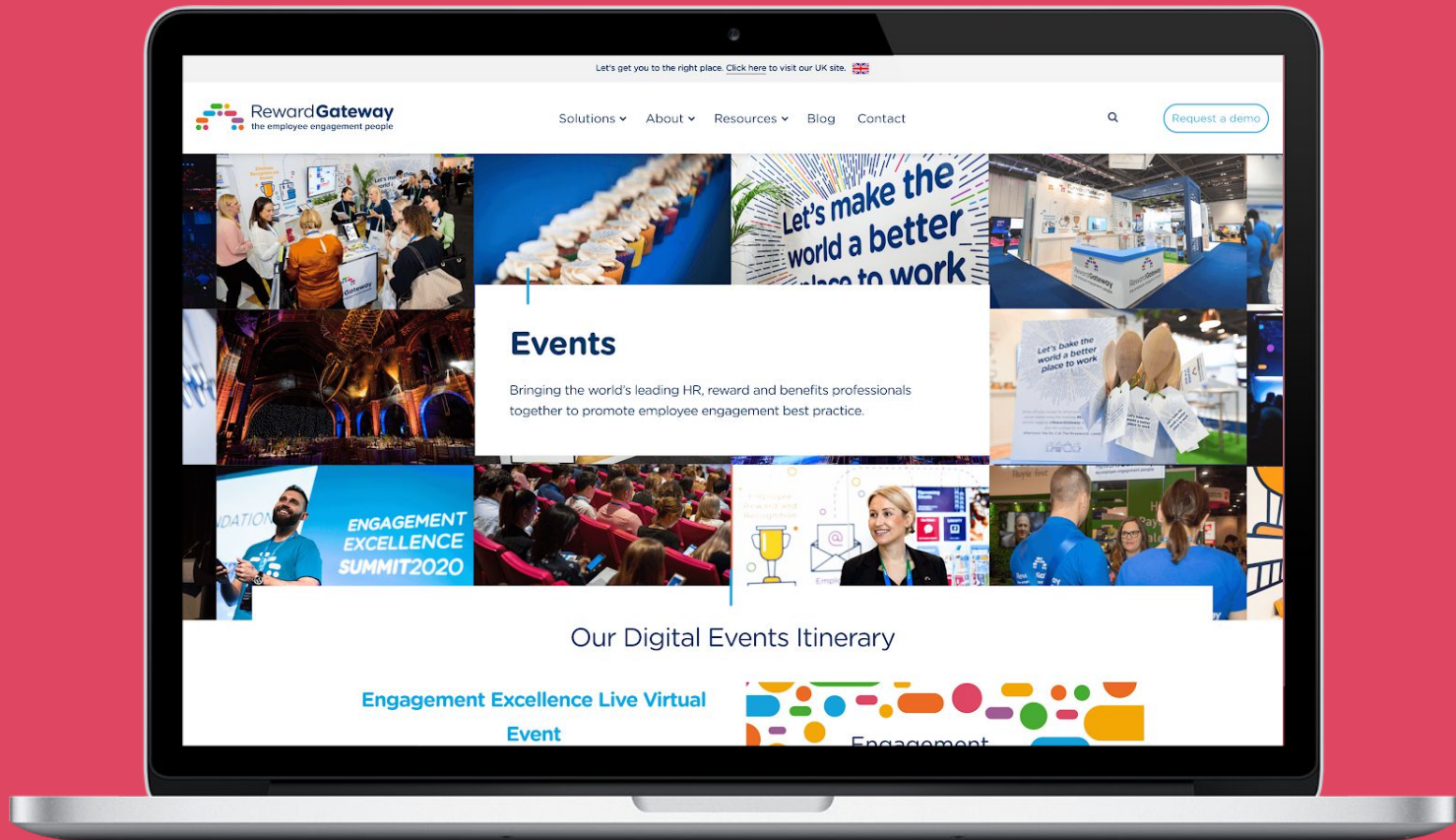
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Josh Bersin

Research paper

**Increasing Employee
Engagement Through
Strategic Recognition**



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**Let's make the
world a better
place to work**