

A professional portrait of a young man with short brown hair, smiling warmly at the camera. He is wearing a bright red blazer over a dark blue button-down shirt. The background is a plain, light color.

Employee Experience

Capture
real-time
behavioral
signals to target
EX drivers in
meetings



PUTTING THE "ACTION" BACK IN ACTION PLANNING

Most employee engagement surveys consume extensive time and resources, but the results and action planning typically end up collecting dust in office drawers. This approach is made worse considering that leaders account for 70% of the variance in employee experience. The solution? Putting the "action" back into action planning. The qChange Leadership Experience (qLX) solution boosts HR and leader awareness, and measures -- in real-time, the impact of employee experience programs.

The qChange Employee Experience Advantage

Tony is a VP of Human Resources at a fast-moving consumable goods company. For the past 10 years, Tony has led his organization's employee experience program and has continually worked to increase employee engagement figures. Tony is acutely aware that every 5-point gain in employee engagement equals a 3% increase in revenue.

Previously, Tony and his team would disseminate survey results, coach leaders on best practices for action planning, and then follow up after three months. Today, Tony and his team use qChange's Leadership Experience (qLX) solution in Microsoft Teams to support their leaders in actually *putting action plans into action*. The qLX solution is straightforward. Using proprietary analytics, it determines the best meetings for designated action plans and nudges leaders before a meeting to home in on those specific items. After the meeting, the leader receives real-time feedback from their team as well as a leader-team "perception gap." Finally, the solution computes a Leader Score that displays the ways in which the leader is boosting both their impact and team engagement.

The qLX solution is helping Tony and other leaders in his organization put the *action* back into action planning to ensure that leaders and teams are invariably growing together. qChange's targeted, data-rich action planning engagements give Tony and other leaders a real-time overview of what is working in their organization, what needs improving, and a universal leadership score of their success.

HOW TO REACH US:

To optimize your Employee Experience,
email qChange at info@qchange.com.