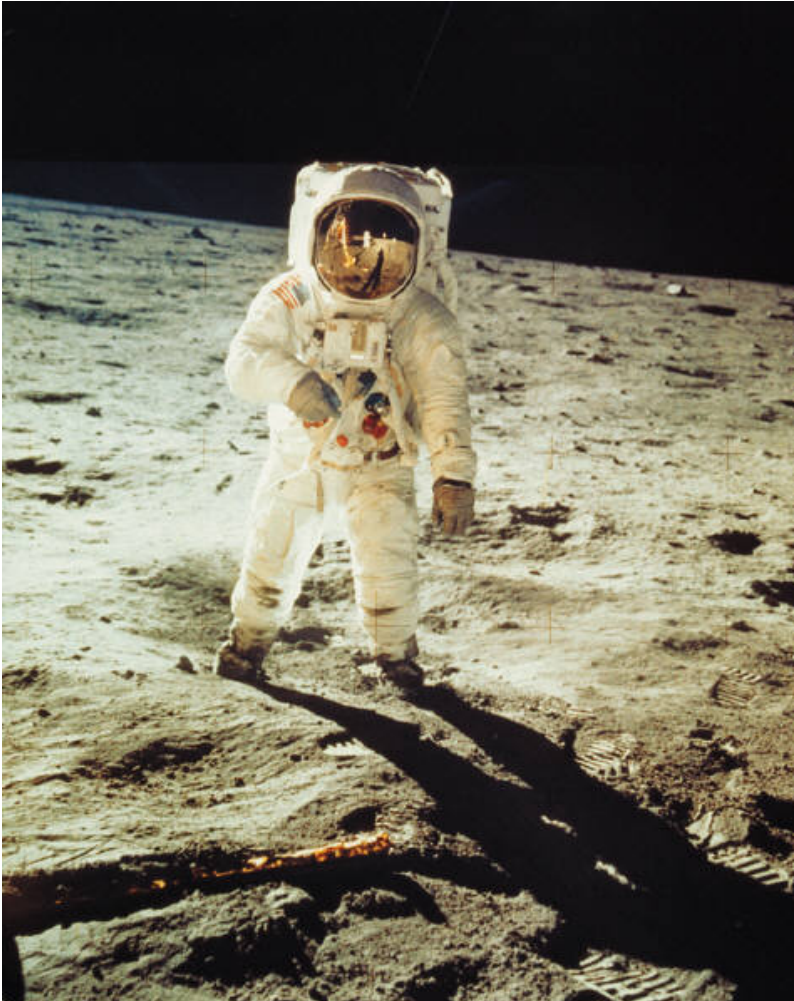


A satellite with four solar panels is shown in space, with the Earth's blue and white cloud-covered surface in the background. The satellite is positioned centrally, with its solar panels extending outwards. The Earth's horizon is visible in the upper right corner.

THE GRAVITY OF ENGAGEMENT

By Vineet Gambhir

Engagement Quotient



Engagement is like gravity that binds an employee to the core DNA of a company.

A company culture is defined by it's Engagement Quotient

- ☐ *End of day inertia*
- ☐ *Beginning of day inertia*
- ☐ *Weekend inertia*
- ☐ *Vacation inertia*

Why engagement fails?



- Engagement needs to be a way of life like gravity is, like oxygen is
- Engagement needs to be proactive and predictive
- Engagement is inversely proportional to financial conditions
- Engagement must span the entire employee life-cycle
- Engagement doesn't imply not having a work-life balance

Employee Engagement is like a stick shift car - do you know the gears?



Gear 1

I: Intellectual engagement

Gear 2

E: Emotional engagement

Gear 3

F: Financial engagement

Gear 4

S: Social engagement

Math or Reality? - Transforming people decisions with data and analytics



Human Resources function has metamorphosed from being a transaction engine to a source of strategic advice

Data and business acumen might just be the key to solving this conundrum


Data is more than a skill set. It's an attitude to have an inquisitive mind

Sometimes we get excited about a data point and can quickly jump to conclusions

HR is an instinctive function

Data Analytics is not about analyzing the past. It is about predicting the future-before it happens!

Concluding Thoughts ...

A background image showing a pair of hands gently holding a small green seedling with two leaves, growing out of a mound of dark soil. The hands are positioned as if supporting the plant from below. The background is a soft-focus green, suggesting an outdoor setting with foliage.

We expect great service while dining at a restaurant. While flying, we expect great in-flight service. The four walls of an organization are no different. Employees expect great service driven by a great management experience. Treating employees as internal customers, and delivering an employee experience as a service, is exactly what world-class employee engagement is all about. If the gravity is right, engagement would be right....