

# Human Resources Project Library

## Applied Behavioral Employee Engagement Program

### BENEFITS

#### PROGRAM HIGHLIGHTS

- Projects start from day one & grow with employees
- Projects include onboarding, team building, mentorship & more
- Content motivates employees & improves morale & productivity
- Platform creates a community around corporate culture

#### BUSINESS ALIGNMENT

- Integrate Human Resource programs with other corporate initiatives
- Consolidate corporate communications into a centralized 'hub'
- Increase reporting transparency (internally & externally)

#### OPERATIONAL EFFICIENCY

- Streamline communications & information on corporate benefits & programs
- Increase employee awareness & participation
- Track & measure program participation & impact



### Program Overview

WeSpire's Human Resource content is an engagement project library whose aim is to increase key HR metrics around employee morale, satisfaction, productivity and retention. The HR content is intended to be relevant for the entirety of an employee's tenure—from onboarding and professional development, to learning the tools to become an effective and engaging manager. Along with a vision and strategy that connect employees to an organization's unique mission and values, employees gain a clear understanding of what they can do to achieve company directives and how it impacts their own work.

WeSpire utilizes the network effect of engagement with recommended actions based on employee preferences and allows them to choose how they take action and inspire others to do the same. Employees feel a more personal and professional relationship as a result of having a roadmap of actions for accessing and participating in Human Resource programs and initiatives. The platform's ongoing interaction capability fosters idea sharing and reinforcement of the values it creates—building a community around corporate culture.

Combined with recognition and rewarding achievements, the action-oriented results provide both employees and business stakeholders the ability to track and measure employee participation and program effectiveness in raising engagement.

## WESPIRE PROJECTS

Group together actions around a specific topic or initiative—serving as a “checklist” and “how-to” for getting involved and making a positive impact.

## WESPIRE ACTIONS

Encourage employees to complete single acts—earning points and recording impact. Some actions are repeatable—meaning an employee can complete them multiple times—while others can be completed one time, such as “install a smart thermostat.”

## Project Library Spotlight

### SPOTLIGHT PROJECT: ONBOARDING



#### About this project:

Welcome to the team! Get up to speed and immerse yourself in our workplace culture. Join this project for a complete set of actions that you should complete in your first two months on the job.

#### SAMPLE ACTIONS

- >> Learn about your benefits
- >> Enroll in your 401k
- >> Sign up for the new hire luncheon
- >> Fill out your profile in the employee directory
- >> Get your employee ID badge

## Project Library Spotlight [Continued]

### SPOTLIGHT PROJECT: CONTINUING EDUCATION



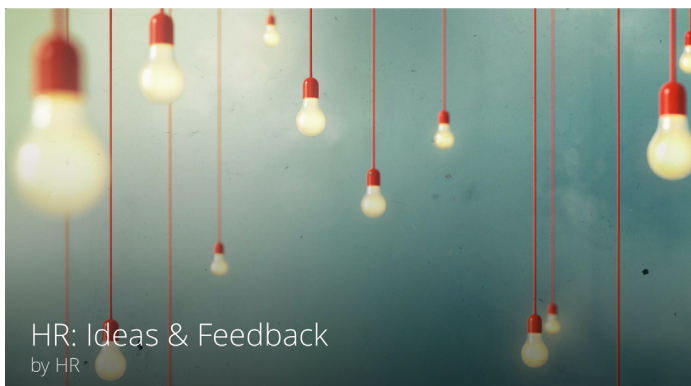
#### About this project:

Find out about all the different learning opportunities offered through our organization. Whether you are interested in working towards a degree or gain industry knowledge from one of our lunch and learns, these actions provide all the information you need to get started.

#### SAMPLE ACTIONS

- >> Learn about tuition reimbursement
- >> Take a class from our Learning & Development Hub
- >> Attend an industry-related webinar
- >> Attend a conference

### SPOTLIGHT PROJECT: IDEAS & FEEDBACK



#### About this project:

Collaborating with your colleagues and providing constructive feedback are essential pillars of our workplace culture and how we thrive as an organization. Find out how to get involved and share your ideas in this project!

#### SAMPLE ACTIONS

- >> Learn how to give motivating feedback
- >> Ask a co-worker for their insight or opinion on a work project
- >> Share an idea to improve team efficiency
- >> Give feedback