

Making the most of your global team
to do good



Session Agenda

Introduction

Employee Engagement - what is it?

Getting employees involved - what do they want?

Employee Engagement through Grantmaking

Exercise & Group Discussion



Benjamin Litoff

Business Partnerships Manager

What is Employee Engagement?

Employee Satisfaction
≠
Employee Engagement

Employee Engagement

Definition: Employee engagement is the emotional commitment the employee has to the organization and its goals.

“When employees care—when they are *engaged*—they use **discretionary effort.**”*

*Forbes

“To win the marketplace
you first must win in the workplace”

Doug Conant - former CEO of Campbell's Soup

Getting Employees Involved



65%

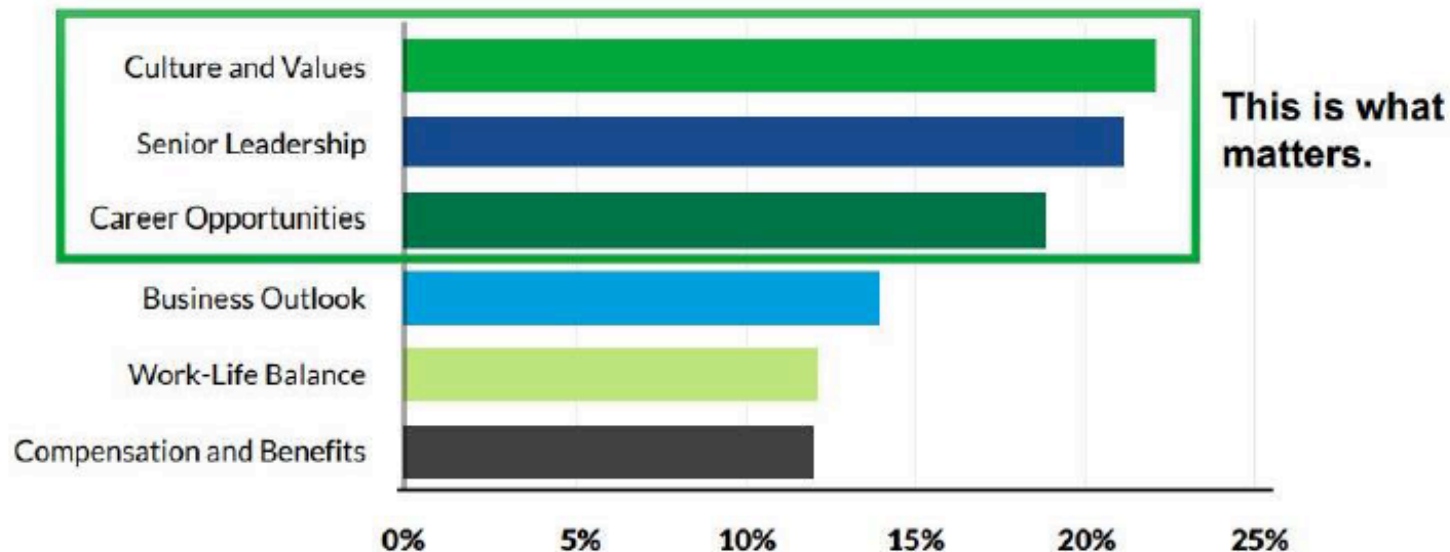
of employees feel engaged

This means 35% of employees are not feeling engaged. A disengaged employee is 2x more likely to leave their job.

A photograph of two surfers in the ocean. One surfer is lying on a red surfboard, wearing a white long-sleeved shirt and black wetsuit bottoms. The other surfer is standing behind them, wearing a black wetsuit. They are in the water, with waves visible in the background. The sky is blue with some clouds.

Employees are ready and willing to trust their employers,
but the trust must be earned through more than
“business as usual”

Edelman Trust Barometer



67%

of people trust
local charities
more than
national ones.

—BBB's Give.org



Employee Engagement Through Grantmaking

Weaving Employee Engagement with Grantmaking

Knowing why Employee Engagement is important can help us better utilize our global team to do good.

When we look at what is at stake for Employee Engagement, we can build a giving program that is beneficial for both employees and grantees.



Think about Employee Engagement with this question first:

What does your team know about your giving program?

Another important
question to ask:

**When does it make
sense to get
employees involved?**



GlobalGiving Grantmaking



Obstacles

- Employee Bandwidth
- Aligning community needs with your giving mission
- How many employees need/should participate?
- How “democratic” will involvement be?

Anonymous Case Study: Employee Referral Program

No Defined Strategy

- Goals were too broadly defined
- Specific themes not identified
- Locations not prioritized

Lack of Structure

- Operations did not allow for efficiency
- Employees on committees referred their own organizations
- Created conflict of interest and unfair approvals

Positive Outcomes

- A diverse range of causes that employees were passionate about received funding
- Since employees had to volunteer to qualify for the grant, organizations received volunteer and financial support

Activity

Task

1. Break up into groups of 3
2. Review the handout
3. Reconvene in 10 minutes to share

Group Discussion

Discussion Prompts

- What are the obstacles specific to your organization?
- What step in the grantmaking process do you think is the most engaging? Why do you think so?
- How do you convince your colleagues and peers to invest in Employee Engagement?

A woman with dark hair pulled back, smiling warmly at the camera. She is wearing a vibrant orange dress with large blue circular patterns and a blue lanyard with an ID badge. She is sitting on a dark wooden bench. The background is a solid blue wall. The text 'thank you' is written in white, lowercase letters to the right of the woman.

thank you