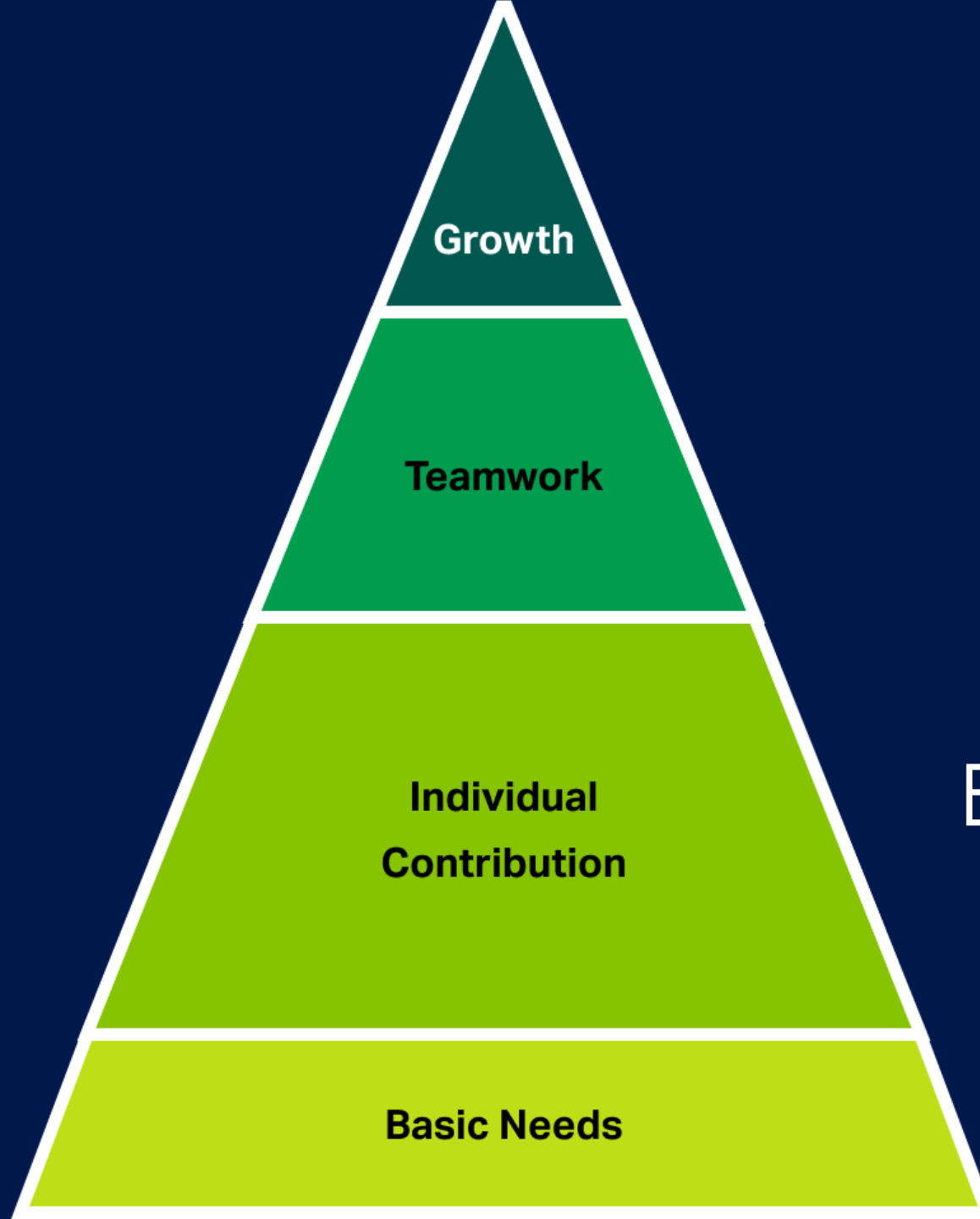




ORLAND
PARK



Growth

Teamwork

Individual
Contribution

Basic Needs

Gallup
Q12

Employee
Engagement

Why Engagement Matters

+10% customer loyalty

+22% organizational citizenship

-78% absenteeism

**-28% shrinkage
incidents**

-58% patient safety incidents

+14% productivity

+70% wellbeing

-21% / -51% turnover

-63% safety

-32% defects

Our Baseline (2023 Survey)

- Engagement below benchmarks**
- Renewed emphasis on high-performance culture**

Proposal at a Glance

- **Annual Q12 surveys**
- **Gallup Access**
- **Manager education**
- **Leadership briefings**
- **Implementation support**

Year 1 Deliverables

- Implementation package**
- Manager webinar (up to 100)**
- Leadership briefing**
- Gallup Access for 600**
- Half-day manager course**

Years 2 & 3 Deliverables

- Annual implementation**
- Manager webinar**
- Leadership briefing**
- Gallup Access for 600**

Gallup Access Features

- **Surveys**
- **Reporting**
- **Learn**
- **Action Planning**
- **Admin tools**
- **Mobile app**

Implementation Touchpoints & Timeline

- **Kickoff call**
- **Annual reflection & planning**
- **Communication strategy**
- **Connections with Gallup expert**
- **Manager training**
- **Leadership briefing**

Governance & Roles

- Managers drive ~70% of variance**
- Engagement Champions support managers**

Investment Summary

Year	Amount
Year 1	\$53,450.00
Year 2	\$41,236.50
Year 3	\$42,523.00
Total	\$137,209.50

Plus added deliverables:

Engagement Champions course (virtual) \$3,000

Leader session \$595

Manager session \$350

Questions