



Employee Engagement

Making Employee Engagement the Key to Your Organization's Success

CLG's *Performance Catalyst® for Manufacturing* is an innovative, customized step-by-step process that rapidly improves employee performance, encouraging high-impact behaviors that create a personal connection with targeted business goals and sustainable success now and for the future.

Improving Employee Engagement Means Better Performance Results

CLG's experience in employee engagement in the manufacturing industry indicates that most challenges result from human behavior such as:

- Unclear direction about the vision, goals, objectives or values of the organization
- Inadequate training, knowledge or experience with tasks they are being asked to perform
- Insufficient resources such as time, staff, processes, systems, tools, or technology
- The lack of feedback or consequences for not meeting, or exceeding performance standards

Developing Employees' Individual, Personal Connections to Corporate Goals

CLG's *Performance Catalyst® for Manufacturing* brings your employee engagement to life by transforming people's jobs into the critical few day-to-day actions to perform that they actually look forward to doing to make your operations more consistent and sustainable. It helps you achieve improved employee engagement resulting in better performance results; increased leader/manager effectiveness; faster, more consistent, efficient and sustainable execution of your goals; and a "want-to" workplace rather than a "have-to" culture.

Real Results

Here are just a few examples of the results our clients have enjoyed after implementing Performance Catalyst® for Manufacturing for Employee Engagement:

#1

Employee commitment index went from worst to first

+

Engagement scores equal/exceed performance of highly effective companies

78

Employee commitment index improves from 46 to **78**

61

Morale index jumps from 46 – **61** in six months

"To me, one of the most satisfying outcomes was the improvement in the employee commitment index from 46 to 78, which bodes well for the continued improvement in all of the key areas."

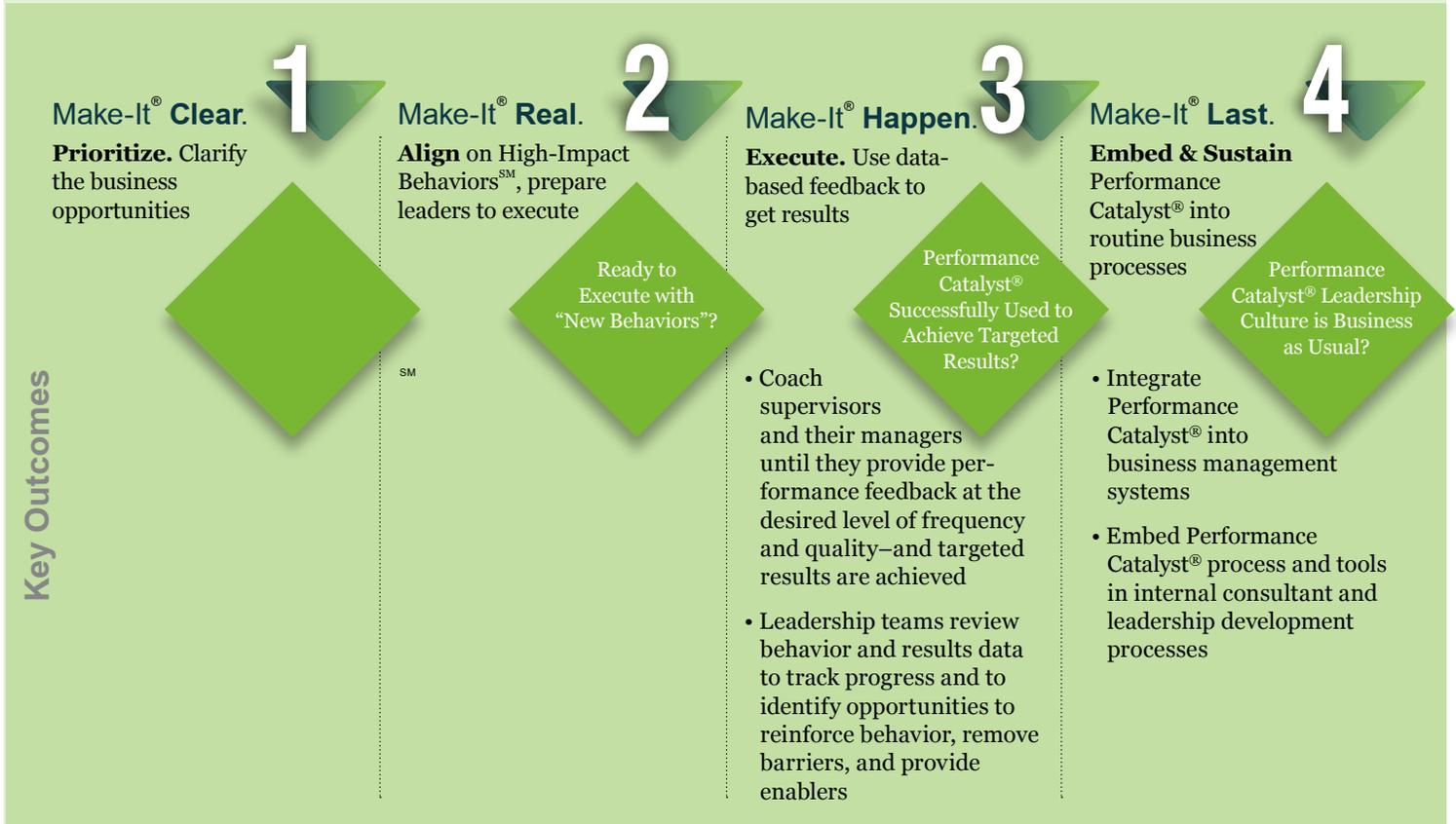
Refinery Manager



How We'll Work Together

CLG works very closely with your organization to learn your business, understand your strengths and challenges with employee engagement, plan the strategy that will help ensure more involvement, execute the plan, and partner with you to ensure sustainable performance. Performance Catalyst® will

help your leaders zero in on high impact employee engagement behaviors – the critical few actions key performers must take to engage employees at all levels of the organization – and achieve the targeted results. This simple, four-step scientifically proven process works no matter what the issue.



What Performance Catalyst® Can Do For You

Our clients say Performance Catalyst® is their secret for improving overall performance. It's the key to results that will satisfy your shareholders and give you a competitive edge.

Your employees' old routines and habits die hard, but performers who get the right feedback from the right people consistently do what's needed to get the results you want. The most rewarding outcome is that you will have created a “want-to” workplace in this “have-to” world.

Learn More About Us

For more information, visit our website at www.clg.com, or call 412.269.7240, ext. 2021.

Our Investment in You

Try us out for one of these free sessions:

1. A half-day session with the CLG team to refine your business case for improving employee engagement, get alignment on your engagement strategy, identify results metrics or map behaviors to results....OR...
2. Conduct a DCOM® survey to identify where strengths and gaps exist in your employee engagement programs so you know the level of effort required to achieve your goals...OR...
3. Half-day session with your leaders that explains the science behind the success of Performance Catalyst®.