

### Employee Engagement Scorecard

Indicator	Desired Trend	Current Trend	Baseline 2012	Q1 2013	Q2 2013	Q3 2013	Q4 2013	2013 Q Average	Q1 2014	Q2 2014	Q3 2014	Q4 2014	2014 Q Average
<b>Integrity</b>													
Absenteeism (FTO-L) (HR)	↓	↓	11,192.00	11,978	7,754	9,061	8,267	9,765	15,284	6,433	8,457	7,770	9,486
Turnover rate for < 1yr of service (HR)	↓	↑	1.43%	1.06%	0.90%	0.7%	0.78%	0.92%	1.30%	1.1%	0.88%	1.08%	1.12%
Turnover rate for introductory period (90 days) (HR)	↓	↓	.08%	0.06%	0.00%	0.12%	0.05%	0.06%	0.00%	0.06%	0.05%	0.16%	0.03%
<b>Commitment</b>													
How well staff work together for care of patients (PG)	↑	↑	87.00%	86.30%	89.40%	87.60%	88.30%	87.93%	87.90%	90.30%	89.60%		89.27%
Turnover Rate-Hospital Wide-Involuntary Only (HR)	↓	↑	4.44%	3.68%	3.43%	3.01%	3.79%	3.54%	3.03%	4.12%	4.04%	4.56%	4.34%
Community Service Hours (PR)	↑	↑	6,399	19,210					24,684				
Percentage of employees who contribute to United Way (HR)	↑	↑	26.00%			21.00%					26.00%		
<b>Accountability</b>													
Overall professional Appearance (PG)	↑	↑	89.50%	88.60%	89.30%	88.20%	90.10%	89.65%	90.40%	91.60%	90.30%		90.77%
Employee Rounding by Managers (SM) * -	↑	↓	63.00%	61.00%	67.00%	62.58%	N-D	63.53%	53.06%	58.4%	70.30%	N-D	62.59%
Number of Survey Respondents (SM) *	↑	↓	271	372	342	338	N-D	344	408	250	293	N-D	317
Active in decision making for my department (SM) * -	↑	↓	51.00%	56.00%	53.00%	46.23%	N-D	51.74%	46.13%	46.00%	51.90%	N-D	48.68%
Comfortable discussing/reporting safety issues in my department (SM) * -	↑	↓	84.00%	89.00%	88.00%	88.38%	N-D	88.45%	79.09%	79.30%	82.6%	N-D	80.30%
<b>Respect</b>													
Courtesy and Respect (PG)	↑	↑	87.00%	87.00%	88.00%	87.51%	84.52%	86.76%	88.40%	82%	84.2%		84.88%
Reward and Recognition (SM) * -	↑	↑	31.00%	37.00%	39.00%	35.17%	N-D	35.71%	33.30%	40.4%	41.6%	N-D	38.43%
Manager responds timely and constructively to my concerns (SM) * -	↑	↓	64.00%	65.00%	64.00%	69.81%	N-D	66.27%	52.12%	58%	69%	N-D	58.34%
<b>Excellence</b>													
Overall Rating HDMPS (PG)	↑	↓	58.00%	54.40%	62.00%	56.70%	57.80%	57.73%	55.60%	53%	60.1%		56.23%
Proud to work at ODMC (SM) * -	↑	↓	53.00%	58.00%	58.00%	61.01%	N-D	59.00%	54.13%	45.2%	51.9%	N-D	49.74%
Communication/Department Meetings (SM) * -	↑	↓	51.00%	52.00%	61.00%	54.72%	N-D	55.91%	47.30%	52.4%	75.1%	N-D	58.27%
Initial On boarding of employees (GHQ/ET)	↑		4.43	4.31	4.63	4.68	4.34	4.64	4.35	4.12	4.33	4.43	4.35

HR - Human Resources

GHQ/ET - General Hospital Orientation

Evaluation Tool (Range 1-5)

PG - Press Ganey

PR - Performance Reviews

SM - Survey Monkey

# Employee Scorecard Template

**Paul R. Niven**



## **Employee Scorecard Template:**

Balanced Scorecard Evolution Paul R. Niven, 2014-08-04 The best plan is useless without effective execution The future of business has become so unpredictable that your five year plan may be irrelevant next week To succeed in the modern market you must constantly assess your progress and adapt on the fly Agility flexibility continual learning and adaptation are the new rules of business success A differentiating strategy is crucial but it will only lead to competitive advantage if you execute it flawlessly You will succeed only if you have the right insight for strategic planning and the agility to execute your plan Balanced Scorecard Evolution A Dynamic Approach to Strategy Execution provides the latest theory and practice from strategic planning change management and strategy execution to ensure your business is flexible future ready and primed for exceptional execution Author Paul R Niven guides you through the new principles of The Balanced Scorecard and shows you how to apply them to your planning and strategy execution endeavors Read case studies that illustrate the theory and practice of strategic agility and execution Learn how to create the objectives measures targets and strategic initiatives that can make your plan a reality Use the latest change management techniques to boost strategy execution success Gain the knowledge and tools you need to face your challenges head on Motivate your employees to change behaviors toward plan accommodation Making a plan isn't enough You must actually take steps to implement your plan and this requires excellent leadership skills Change can be hard and your organization may be resistant Balanced Scorecard Evolution A Dynamic Approach to Strategy Execution provides everything you need to make things happen *Balanced Scorecard* Paul R. Niven, 2008-04-11 This book provides an easy to follow roadmap for successfully implementing the Balanced Scorecard methodology in small and medium sized companies Building on the success of the first edition the Second Edition includes new cases based on the author's experience implementing the balanced scorecard at government and nonprofit agencies It is a must read for any organization interested in achieving breakthrough results **Strategic Planning for Distributors**

Thomas O'Connor, 2010 *Departments of Labor, Health and Human Services, Education, and Related Agencies Appropriations for 2001: Department of Education* United States. Congress. House. Committee on Appropriations. Subcommittee on the Departments of Labor, Health and Human Services, Education, and Related Agencies, 2000

**Departments of Labor, Health and Human Services, Education, and Related Agencies Appropriations for 2001** United States. Congress. House. Committee on Appropriations. Subcommittee on the Departments of Labor, Health and Human Services, Education, and Related Agencies, 2000 **Balanced Scorecard Step-by-Step for Government and Nonprofit Agencies** Paul R. Niven, 2003-06-25 Today's constituents and donors are better informed than at any time in history That knowledge leads to a demand of accountability on your part to show results from the financial and human resources with which you've been entrusted To do that you must demonstrate tangible results and those results are best captured in performance measures from Chapter One Over the past decade the Balanced Scorecard has become one of the

business world's leading methodologies for measuring organizational performance and achieving exceptional and sustainable results. From small scale organizations to multinational conglomerates the Balanced Scorecard has provided decision makers with a tool to monitor their organizations from four broad yet interrelated perspectives and focus on those measures that are most critical to achieving success. And it's not just private sector firms that are benefiting from the power of the Balanced Scorecard. Public and nonprofit agencies are also discovering how they can reap the benefits of this proven tool by adapting the Scorecard approach to their own goals and situations. **Balanced Scorecard Step by Step for Government and Nonprofit Agencies** shows how you can format the geography of the Balanced Scorecard to fit your nonprofit or public sector enterprise and create a versatile framework for translating big picture organizational strategies into specific operational objectives and measures ready for implementation. Providing a solid foundation of Balanced Scorecard knowledge from which to build and then detailing how the approach can be tailored to the unique requirements and realities of organizations for which profit is not a primary imperative, this no nonsense guidebook will provide you with the knowledge and confidence you need to:

- Determine needs and list specific objectives for using the Balanced Scorecard in your organization.
- Gain the support of and provide training for team members and stakeholders.
- Develop a functional and focused Balanced Scorecard and maximize its effectiveness.

Government and nonprofit agencies today face increased pressure to implement effective performance management systems and improve operational efficiency while simultaneously remaining focused on fulfilling their missions. **Balanced Scorecard Step by Step for Government and Nonprofit Agencies** shows you how to translate today's leading results based management methodology to these vital sectors and effect a truly transformational change in the way your organization measures, manages and accomplishes its goals.

**Compensation as a Strategic Asset** August J. Aquila, Coral L. Rice, 2017-05-15. Everyone wants to work at a successful firm where the rewards are both financial and professional. What makes the top firms successful is not merely superior execution though that's a good place to start, what makes them stand out is excellence at hiring and keeping the best and having a smart succession plan in place. Partner compensation can be an effective tool in achieving these goals. Authors Aquila and Rice show how to use recruiting, retention, goal setting, evaluation and pay for performance practices recommended by the top CPA firm management consultants. This is the one guide you need tailored specifically for professional practices to implement the leading methods to align compensation with performance and strategic initiatives. You get:

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- Specific step by step guidance on how to implement compensation systems that align to goal setting and performance measurement.
- Methods for growing the compensation pie to pay for excellent results.

**Compensation as a Strategic Asset** shows how to align mission, vision, values, strategy, leadership, goal setting, performance management and compensation to achieve long term success at your firm.

**High-Performance Coaching for Managers** William J. Rothwell, Behnam Bakhshandeh, 2022-07-05. Coaching is a necessary skill for managers. It is important as a fundamental part of an organization

s talent efforts including talent acquisition development and retention strategies For a coaching program to succeed in an organization it should be recognized as a useful approach throughout the organization and become part of the fabric of the corporate culture Performance Coaching for Managers provides an important tool for organizations to use to train their managers on coaching This book differs significantly from other books in the coaching market Many books on coaching cast coaches as facilitators who question their clients the coachees helping them to articulate their own problems formulate their own solutions develop their own action plans to solve problems and measure the success of efforts to implement those plans That is called a nondirective approach But this book adopts a directive approach by casting the coach as a manager who diagnoses the problems with worker job performance and offers specific advice on how to solve those problems While there is nothing wrong with a nondirective approach it does not always work well in job performance reviews in which the manager must inform the worker about gaps between what is needed the desired and what is performed the actual The significant difference between what is currently available in the market and what is offered in this book is the authors collective experience of over 70 combined years of hands on research and delivery experiences in the Human Resources Development field According to the Harvard Business Review 2015 workers generally expect their immediate supervisors to give them honest feedback on how well they do their jobs and specific advice on what to do if they are not performing in alignment with organizational expectations When workers do not receive advice but instead are questioned about their own views they regard their managers as either incompetent or disingenuous Effective managers should be able to offer direction to their employees After all managers are responsible for ensuring that their organizational units deliver the results needed by the organization If they fail to do that the organization does not achieve its strategic goals This book gives managers direction in how to offer directive coaching to their workers

**Government Employee Relations Report** ,2002    **Journal of Strategic Performance Measurement** ,1999    **NACUBO Business Officer** National Association of College and University Business Officers,1998    **Succeeding with the Balanced Scorecard in the Mastering Business in Asia Series** James Creelman,Naresh Makhijani,2005 The Balanced Scorecard Management System has evolved from a simple management system to a fully fledged framework for creating a strategy focused organization Remarkably popular in North America Europe and Australasia it is quickly growing in importance within Asia This book provides a practical overview of how Asian companies are implementing balanced scorecards In addition to over 15 case studies the work benefits from an exclusive survey of corporate experience and input from regional and global subject experts    *BNA's Employee Relations Weekly* ,1997    Culture at Work G. Michael Barton,2006    **The Journal for Quality and Participation** ,2005    The Performance Prism Andy D. Neely,Chris Adams,Mike Kennerley,2002 The Performance Prism takes a radically different look at performance measurement and sets out explicitly to identify how managers can use measurement data to improve business performance    Popular Government ,2008    **High Performance Leadership** Graham Winter,2003 Olympic

sports present a vivid examples of how to achieve world class performance through a special blend of management teamwork and individual performance This work aims to give leaders the world class skills and tools required to win in today s dynamic business environment     *Implementing Strategic Change* Steven H. Hoisington,S. A. Vaneswaran,2005 This book provides a discussion on major topics impacting an organization that is grappling with the concept of change management and the need to significantly improve performance Many organizations in the context of rapidly changing market dynamics and fierce competition need to not only be responsive to these changes but also continue to re strategize on an ongoing basis to remain on the leading edge In trying to translate that objective into a reality most companies remain clueless and wrestle with solutions of the day or flavors of the month or program of the year that often end up being less than effective You can hear their mantra of wanting to be like a GE or an IBM without investing the time energy and resources to improve *Implementing Strategic Change* offers a solution that will guide organizations to a methodical approach to remain competitively superior at all times The book will assess the pros and cons of various models used to assess and guide an organization s overall performance such as reengineering Six Sigma and the Malcolm Baldrige National Quality Award criteria explain different methods to establish and reinforce this behavior throughout all levels of the organization The book will 1 Stress upon the need to create and enhance customer and shareholder value 2 Present an integrated approach that explains how to make best use of approaches such as EVA Baldrige Balanced Scorecard Six Sigma etc favorable odds     **The Marketing Casebase** Brian MacNamee,Ray McDonnell,1995 Marketing business handbook featuring examples of well known and international companies and brands

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also 3 2

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by the equation above in a kinetics experiment a 0 080 g sample of mg s ribbon is added to an erlenmeyer flask containing 50  
ml of 3 0 m hcl a q at 25 c

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reaction reactions conducted in an industrial facility mix compounds together heating and stirring them for a