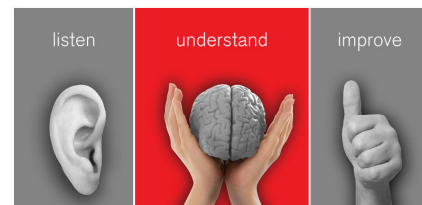


Helping you on your journey through the Best Companies process

Presentation supporting notes - Improve



MC3 Managerial Engagement Tool

What is MC3?

MC3 gives managers a structure or framework through which they can positively impact Workplace Engagement. Our research has discovered that a manager has a significant impact on the responses to 22 of the 70 questions we use in our employee survey. These questions can be grouped into four key elements, Motivates, Considers, Cares and Converses (MC3).

It is often quoted "7 out of 10 people leave their manager not the company", and our research has shown that the relationship a person has with their manager is critical to engagement. However, a manager has to contend with a dual role of having to deliver business goals and responding to the demands of managing people on a day to day basis. Often, managers are promoted because they have clear competency in the discipline they work in but can be ill prepared as to how to create the conditions in which their direct reports perform at their best.

Why MC3?

The message has never been clearer, managers are one of the biggest impacts on overall employee engagement; we believe this is due to the very difficult economic climate we've experienced over the last couple of years. And until now, their impact has never been measured in such a way that HR can clearly see where to focus on management development to better improve workplace engagement. Any organisation participating in the Best Companies process will have the opportunity to use MC3 as part of their collateral to help improve levels of engagement with their managers.