



Creating a Positive Employee
Experience



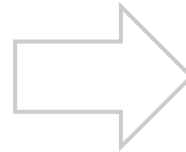
Edmonton

**A City of Edmonton
Journey**

POLL: Has your organization defined “employee experience” and discussed how it fits with employee engagement and culture?

- Not Yet
- In Progress
- Yes, clear definitions for all

Define: Culture, Engagement, & Employee Experience



Happy, engaged & productive employees



POLL: Rank the following areas of employee experience from most important to least important for your employees:

- Meaningful Work
- Growth Opportunities
- Supportive Environment
- Wellness
- Trust In Leadership
- Empowered Employees

THE CITY OF EDMONTON is committed to creating and sustaining a
positive employee experience

As a City of Edmonton Employee I experience:



**Meaningful
Work**

I feel connected to the City's Vision through purposeful work



**Growth
Opportunities**

I am supported to develop my skills and accomplish my career goals



**Supportive
Environment**

I feel respected and recognized for my unique contributions



Wellness

I feel safe and secure and am supported to achieve wellness



**Trust in
Leadership**

I observe leaders listening, communicating transparently, and inspiring



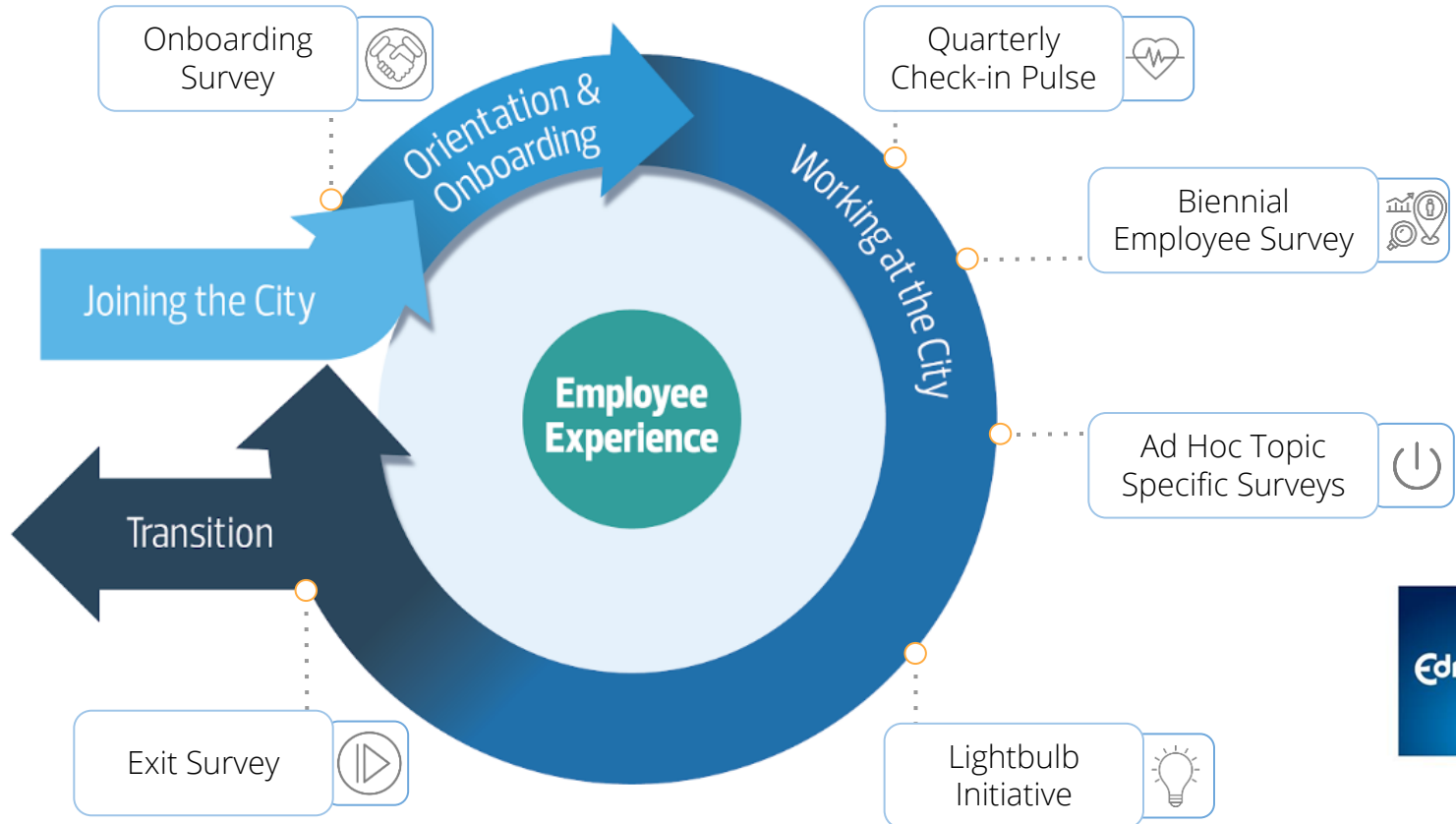
**Empowered
Employees**

I share my thoughts on how to improve and support improvement

POLL: What kind of employee voice measurement tools do you currently use? (Select all that apply)

- Engagement Surveys every 1-2 years
- Pulse Surveys quarterly or monthly
- Onboarding and Exit Surveys
- Daily or weekly employee polling

Measure: Voice of the Employee Approach



Take Action: Leadership Commitment



Take Action: Inclusion



Employee Resource Networks

1. Women@theCity
2. Edmonton Indigenous Employee Resource Network
3. Pride@theCity
4. Racialized Employees & Their Allies



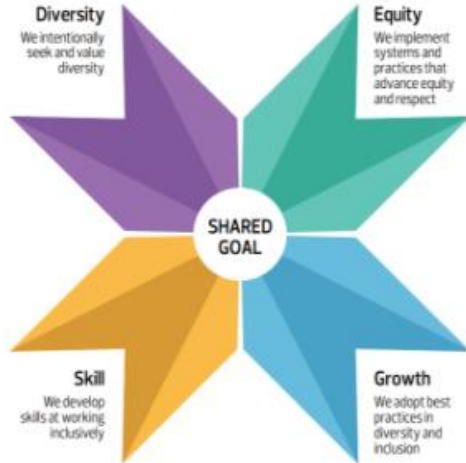
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Take Action: City Manager's Employee Engagement Team



- Diverse Group of Employees Across the City
- Engage Directly with City Manager
- Drive action across the City

Take Action: Anti Racism



- Shared Goal of Inclusion
- Anti-Racism Leadership Training and Panels
- GBA+ Training
- Employee Systems Review
- Leadership Diversification

Take Action: Brave Spaces



- Promote positive diversity & inclusion moments
- Employees take risks and share authentic experiences
- Recognize differences and hold each other accountable
- Require trust and mutual respect

Take Action: Corporate Engagement Plan



- Increase Clarity
- Build Trust
- Enhance Belonging

THANK YOU!

Edmonton