



EMPLOYEE ENGAGEMENT

Why Gensuite for Employee Engagement

Gensuite Employee Engagement provides an easily-accessible tool to standardize and measure leading indicators around employee participation and engagement in EHS programs. Engage with workers to drive the right behaviors, and identify trends indicating potential issues before they become an incident.

Key Capabilities

- ⦿ Analyze leading & lagging indicators for trend analyses and multidimensional charting
- ⦿ Report safety concerns (either by name or anonymously) with integrated follow-up and feedback on reporting trends and hot spots on a single platform
- ⦿ Auto upload capabilities to Gensuite Action Tracking System to track closure and resolution of worker concerns
- ⦿ Perform real-time observations of employees and contractors using Mobile-enabled forms (with offline capabilities) to drive improvement and minimize at-risk behaviors/conditions
- ⦿ Develop & implement proactive leading indicators for safety improvement opportunities; reward & recognize engagement through a custom points-based model
- ⦿ Solicit employee feedback through safety perception surveys; assess line management engagement; enhance safety culture

Business Case Study

Business Profile

Fulfillment operations and services provider with global facility and customer footprint

Business Need

Single platform to manage & track their Field Safety Inspection (FSI) program for the entire business; this program would need checklists to allow for quick access on a computer or Mobile device to provide a FSI score to measure managers and sites

Gensuite Solution

Gensuite Safety Observations application with customized options for FSI score calculation (to associate multiple barriers for an observation) to:

- ⦿ Easily identify and flag managers/teams not performing FSIs as scheduled
- ⦿ Customize real-time dashboard & summary report notifications (Weekly, Monthly and Quarterly) to track manager & site performance

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INTEGRATED SUITE OF APPS



CONCERN REPORTING

Provide employees with a quick mechanism to share the what, when and where for safety needs, Good Catches/Near Misses and suggestions



SAFETY OBSERVATIONS

Record and data mine behavior-based safety (BBS) observations for safe vs. at risk activities using Mobile and PC devices; enhance safety culture and drive safety program improvements



SURVEY ENGINE

Establish and track employee responses to Safety Perception Surveys; assess annual trends and safety program priorities



SAFETY DIALOGUE

Record one-on-one connects between supervisors and workers (employees or contractors); set numerical targets and manage performance; track follow-up on feedback-related action items



SAFETY ANALYZER

Drive proactive improvements by conducting multi-dimensional Pareto and trending analysis on leading & lagging safety indicators



FIELD OBSERVATIONS MODULE

Conduct visual safety observations of contractor activities on Mobile; generate insights & provide at-risk feedback to contractor firms with photos/videos

Key Features

- On-the-go employee observations via Mobile
- Real-time analysis reports and performance dashboards

