



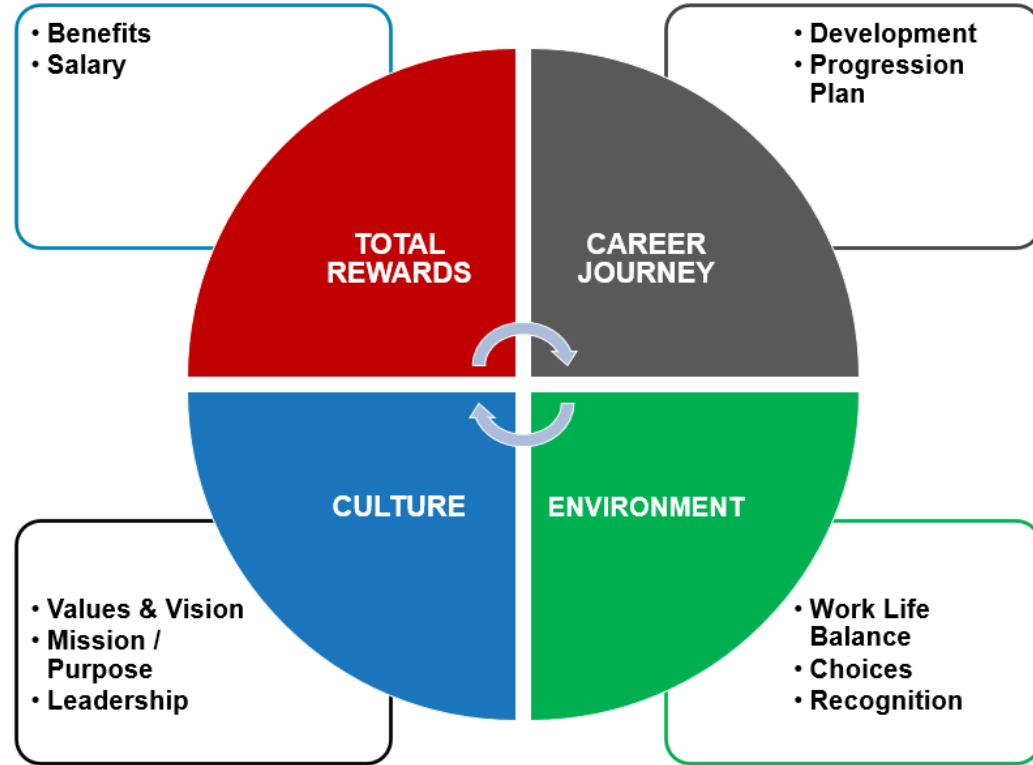
# Exploring Practical Strategies to Grow Employee Value Proposition and Engagement

Darren Cummins, People Partner, BHP

# Employee Value Proposition

[,ɛmplɔɪ'ɪ: 'vælju: ,prɒpə'zɪʃən]

The Employee Value Proposition (EVP) is the unique set of benefits, rewards, and opportunities that an organization offers to its employees in exchange for their skills, talents, and commitment.



# Benefits of a Strong Employee Value Proposition (EVP)

Talent Attraction

Employee Retention

Engagement and Productivity

Positive Company Reputation

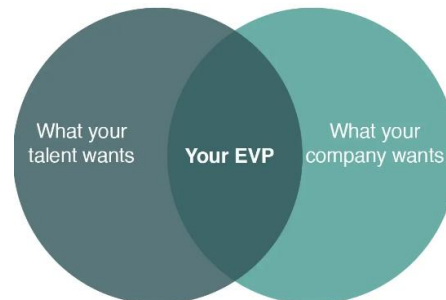
Cost Savings

Diversity and Inclusion

- ✓ **Unique**
- ✓ **Valuable**
- ✓ **Credible**
- ✓ **Differentiated**
- ✓ **Flexible**
- ✓ **Communicated**



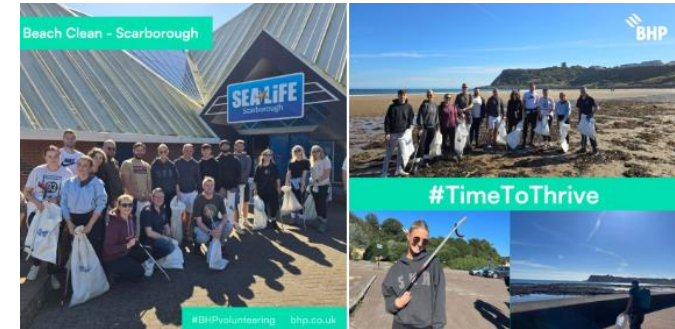
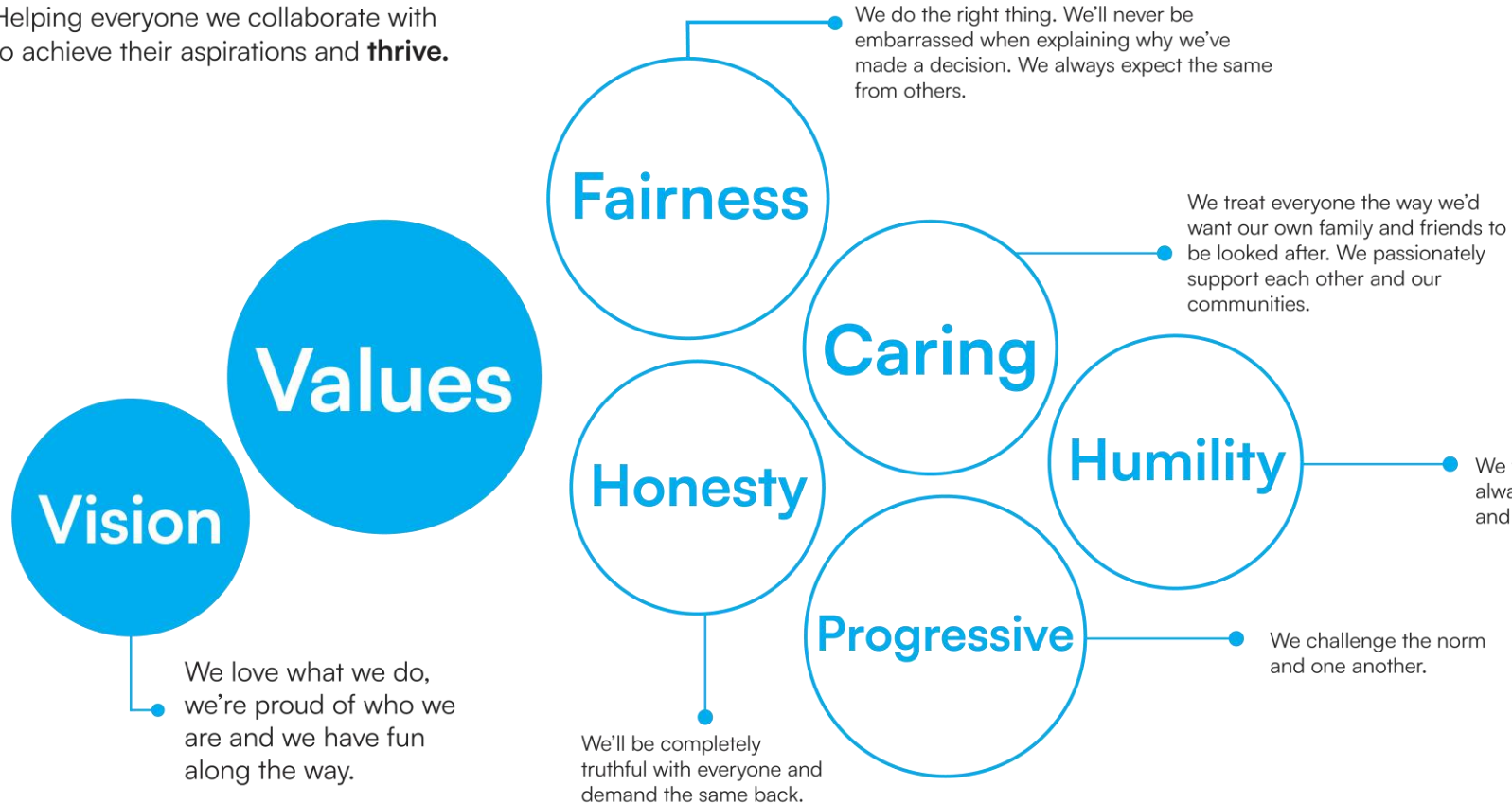
- Audit what you have and what you want :
  - What makes you unique?
  - Why do people work for your organisation?
  - What do people value most?
  - What is your mission?
  - What do you need from your people to be successful?



# Culture

## Purpose, Vision & Leadership, Values

Helping everyone we collaborate with to achieve their aspirations and **thrive**.



Purpose: Helping everyone we collaborate with to achieve their aspirations and *thrive*

Employer Brand Essence/Golden thread: time to *thrive*

# Environment

Work Life Balance, Choice, Recognition



**6 out of 10**  
employees quit a job because of their manager.

SIRM



★★★★★

Employees rated managerial support as the most important aspect of company culture.

theexec|search group

**66%**

66% of employees say they would **leave their job** if they didn't feel appreciated.

[www.selectsoftwarereviews.com](http://www.selectsoftwarereviews.com)

96% of employees say getting regular feedback is a good thing

**96%**

# Career Journey

Progression, Skills Development

Creating the  
Framework

Understanding  
the Challenges

Development  
from Within

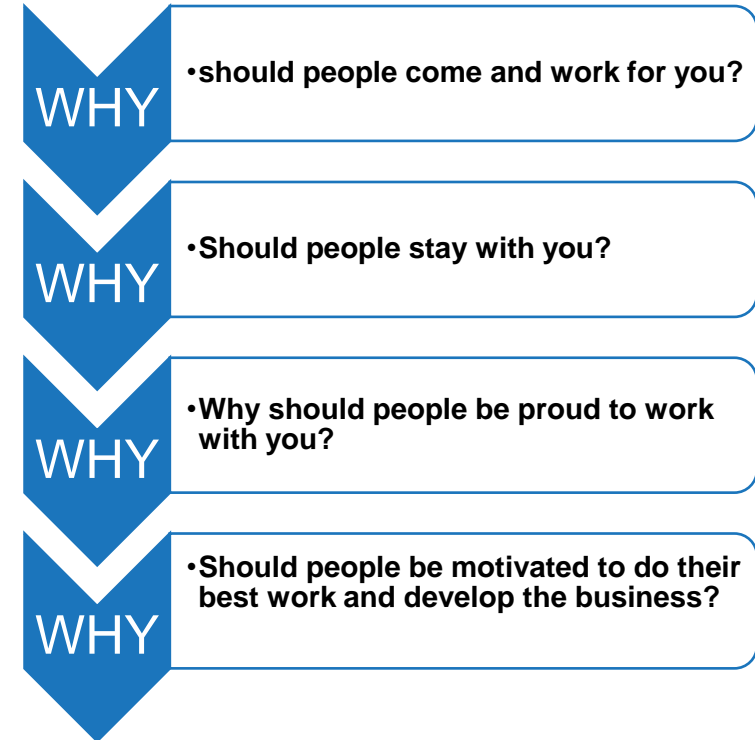
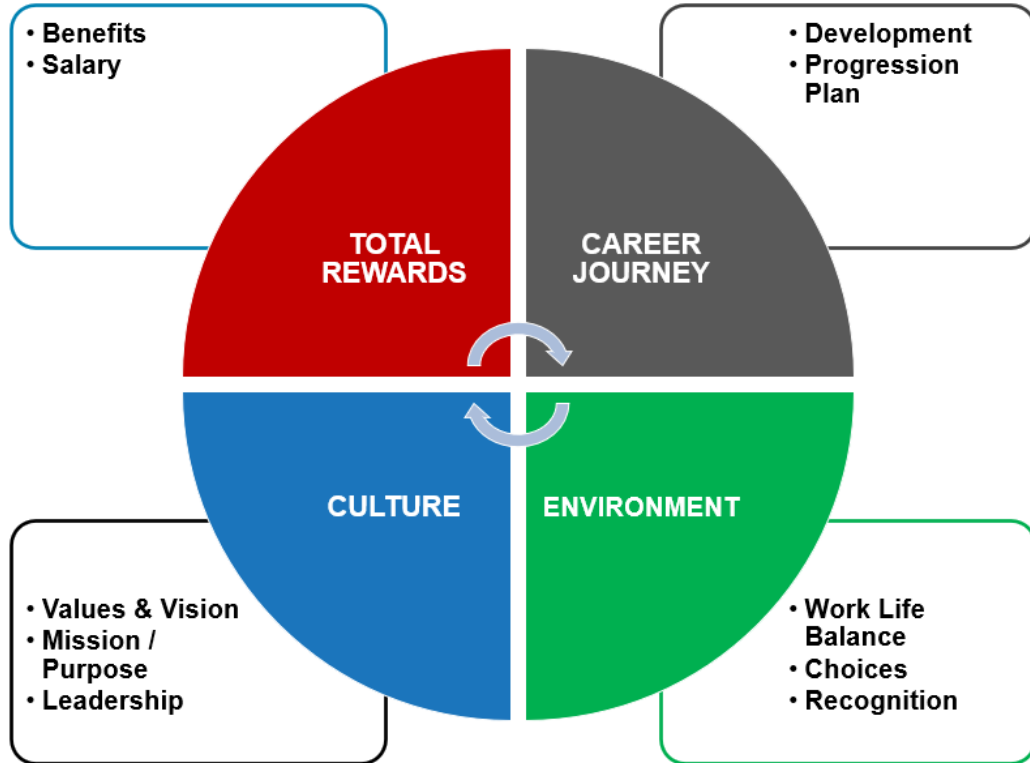








# Making it Happen!



# Q&A / Sharing Experiences



# Thank you

## Darren Cummins

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