

Action Champions

Leading engagement action planning through Action Champions



ENDEAVOUR CONTINUOUS LISTENING ROADMAP



ENGAGEMENT SURVEY

Survey to measure our people's connection, commitment and experience at Endeavour.

Standard set of questions that informs the creation of Action Plans for improvement.

ACTION PLANS ESTABLISHED

All leaders who received an Engagement Survey Report to finalise action plans in Culture Amp.

Action Champions identified and connected to broader Network of Champions.

CULTURE & WELLBEING SURVEY

New survey to measure our Culture (the way we do things around here), wellbeing and psychosocial safety.

Feedback received will inform and measure impact of our People & Wellbeing Programs

REPORTING ON ACTION PLAN STATUS

Reporting compiled from Culture Amp on action planning status across the organisation.

Identification of common themes that may inform further strategies to accelerate improvements.

PULSE SURVEY

Condensed engagement survey to measure progress and impact of action plans.

Questions reflect organisational themes and can change from pulse survey to pulse survey.

ENGAGEMENT SURVEY

Survey to measure our people's connection, commitment and experience at Endeavour.

Standard set of questions that informs the creation of Action Plans for improvement.

ACTION PLANS ESTABLISHED

All leaders who received an Engagement Survey Report to finalise action plans in Culture Amp.

Action Champions identified and connected to broader Network of Champions.

CULTURE & WELLBEING SURVEY

Survey to measure our Culture (the way we do things around here), wellbeing and psychosocial safety.

Feedback received will inform and measure impact of our People & Wellbeing Programs

Additional ongoing feedback captured through onboarding and exit surveys

Leader Guide

Engage Action Champions



What & Why

Increasing employee engagement with buy-in

1



Selecting Your Champions

Identify who are your champions

2



Set up Action Champions for Success

Plan how to involve Action Champions and set expectations

3



Action Champion Network

Connect and learn from the broader Action Champion Network across Endeavour

4



What & Why

What

Employees at all levels at Endeavour who help engage their teams in action-planning and idea-generation process once a survey has closed.

Action Champions often operate at the team, department or regional level

Why

Action Champions improve the success of your post survey actions by increasing employee involvement and buy-in.

Rather than just a top-down approach, Action Champions help employees feel empowered to make their team and company better. Everyone plays a role.



Selecting Your Champions

2

Leaders ultimately own action planning processes but will have more success if led in consultation with Action Champions

Action Champions are...

- ★ Someone who role models and lives our values
- ★ Someone who is after opportunities to develop and grow and learn new skills
- ★ Is a Culture advocate and is passionate about improving their team's engagement
- ★ Someone who has volunteered – it's key that they are willing participants
- ★ Someone who has time and capacity to do the role
- ★ Someone that may represent a target demographic (i.e. location, age or tenure group) that you want to drive engagement for

Action Champion Responsibilities

- ★ Encourage participation in surveys by communicating the importance of the survey
- ★ Work with leaders in the review of survey results and identification of focus areas
- ★ Participate in ideation sessions, contributing positive and constructive input into potential activities and solutions that improve engagement
- ★ Engage with team members to obtain positive and constructive feedback on progress made on commitments and actions
- ★ Take the lead and/or encourage participation in the delivery of actions that improve engagement
- ★ Network and/or mentor with the broader Action Champion network



**A great time to ask for
volunteers is when you share
your team's results**



Set up Action Champions for Success

3

Start with a plan

Giving your Action Champions a clear plan on the action planning process will help set expectations:

Ideation

- ★ Consider how you will collaborate to agree on focus areas and brainstorm ideas
(see Leader Guide to Employee Engagement)
 - ★ *Is this possible to achieve with the whole team and have Action Champions lead outcomes?*
 - ★ *Is this process solely reliant on the availability of Action Champions due to the size of the team?*
 - ★ *What role can Action Champions have in leading discussions?*

Communication

- ★ Agree on key messages to be distributed back to the team on the action planning process
- ★ What communications are best led by a Leader and what communications are best led by an Action Champion. Action Champions represent a collective voice of their team so will need opportunities to engage and seek feedback from their peers
- ★ How often are we communicating progress to the broader team

Progressing Actions

- ★ Agree on milestones and timeframes
- ★ Set expectations on how outcomes are documented
- ★ Agree on constraints, budget, timing, resources
- ★ Establish regular meetings to monitor progress

**Recognise Action
Champion's efforts and
celebrate incremental
milestones achieved**

**Imagine
what's
possible**

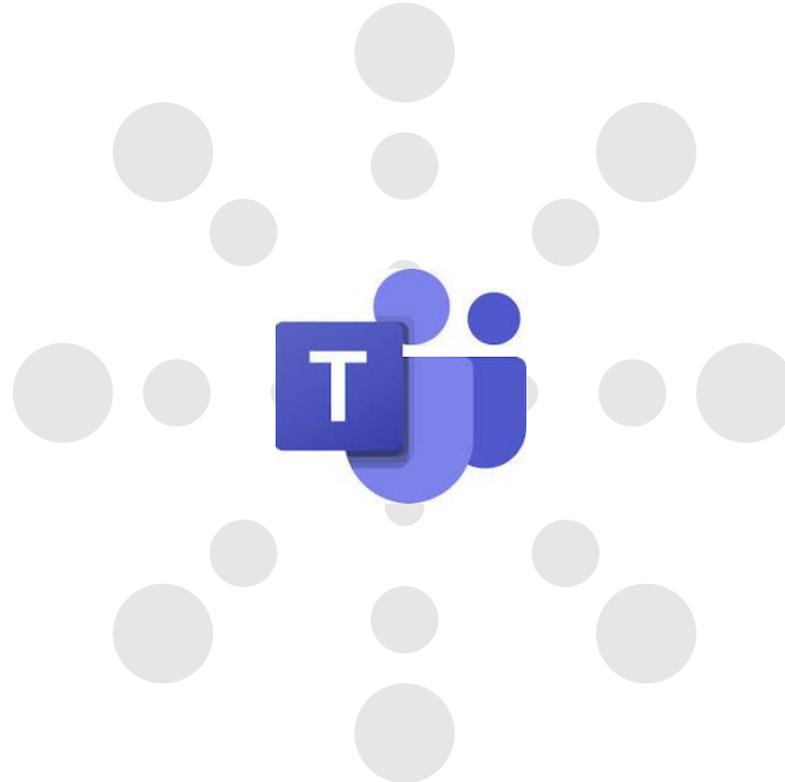




Action Champion Network

We are one and can achieve more together

We recognise that when we collaborate with each other to achieve business imperatives we open the door to new ideas and better outcomes. Action Champions will be invited to collaborate more broadly with other Action Champions across Endeavour to learn and share how they are engaging their teams and working towards making Endeavour a great place to work.



[Click to join or search for NDVR Action Champions Network on Microsoft Teams](#)