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Elements that Drive Employee Engagement

Deloitte's Model

1

MAKE WORK MEANINGFUL

- Autonomy
- Small, Empowered Teams
- Giving time to think, create, and rest



2

HANDS ON MANAGEMENT

- Clear, transparent goals
- Coaching
- Invest in management development
- Modern performance management



3

POSITIVE WORK ENVIRONMENT

- Flexible work environment
- Humanistic workplace
- Culture of recognition
- Inclusive, diverse work environment



4

GROWTH OPPORTUNITY

- Training and support on the job
- facilitated talent mobility
- self-directed dynamic learning
- High-impact learning culture

5

TRUST IN LEADERSHIP

- Mission and purpose
- Continuous investment in people
- Transparency and honesty
- Inspiration

