



IGNITE YOUR COMPANY'S FUTURE WITH A FULLY ENGAGED WORKFORCE

If your organization could increase its **productivity and profitability** by leveraging current resources, what opportunity would it spark?

AN ENGAGED WORKFORCE DELIVERS

21%
MORE PRODUCTIVITY

AND

22%
MORE PROFITABILITY

Source: UNC Kenan-Flagler Business School

FCCS' customized employee engagement consulting services help you collect and utilize insightful information in a confidential manner to help assess vital workforce insights.

We have partnered with Aimpoint Research™, an industry-leading market research firm. The combination of Aimpoint's decades of experience conducting research and FCCS' strong history of driving business results through innovative engagement approaches brings optimized employee effectiveness and culture change.

Using our validated proprietary 30 question survey, we measure 10 key engagement drivers that translate into the following themes:

- Communication
- Confidence in Leadership
- Culture/Climate
- Growth and Development
- Innovation
- Job Alignment and Satisfaction
- My Immediate Supervisor
- Service Quality
- Teamwork
- Total Rewards

ABOUT FCCS

Since 1975, FCCS has worked with the Farm Credit System, agribusinesses and cooperatives to help them achieve organizational and operational excellence.

FCCS provides a wide range of professional services and programs to support our clients in managing their risks and accelerating their team's growth and success.

We provide:

- Governance and Leadership Development
- Conferences and Events
- Executive Coaching
- Thought Leadership and Professional Speakers
- Strategic Talent Management
- Merger, Acquisition and Corporate Finance Advisory
- Risk Management and Insurance Management
- Passkey Affinity Purchasing Program

The unique blend of our expertise, services, programs and conferences enables us to create enriching business solutions and help organizations to be more.



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Retention. Succession. Unprecedented change. **Our customized options target your *current concerns* and help you anticipate what likely lies ahead.**

Through our industry-specific expertise and validated tools, we can help you obtain clearer results faster:

- providing consistent insight regarding your organization's culture and health
- taking action with measurable outcomes
- fostering a community of interest with Associations across the Farm Credit System for benchmarked comparison and potential collaboration.

OUR PROCESS

We tailor our process and services to your timeframe. Our comprehensive approach includes survey design preparation with executive or HR leaders, complete survey administration management, data reporting and analysis, customized reporting dashboard, assistance in data interpretation and communication. Survey results presentations are delivered both through WebEx and on-site action planning sessions. We also provide downstream consulting which includes intensive workshops, alignment of survey results to other strategic initiatives including talent management and learning programs, and facilitated employee focus groups.

For more information on our Employee Engagement Survey services, please contact us at info@fccsconsulting.com.

"The engagement survey FCCS provides is a great way for employees to provide direction to management. The data is clear, concise and they do an excellent job of helping you understand it. I know this process will continue to assist in shaping our culture at Farm Credit of Southern Colorado!"

— JEREMY ANDERSON, CEO

FARM CREDIT OF SOUTHERN COLORADO, ACA