

Employee Suggestion Program

More than a GREAT idea!

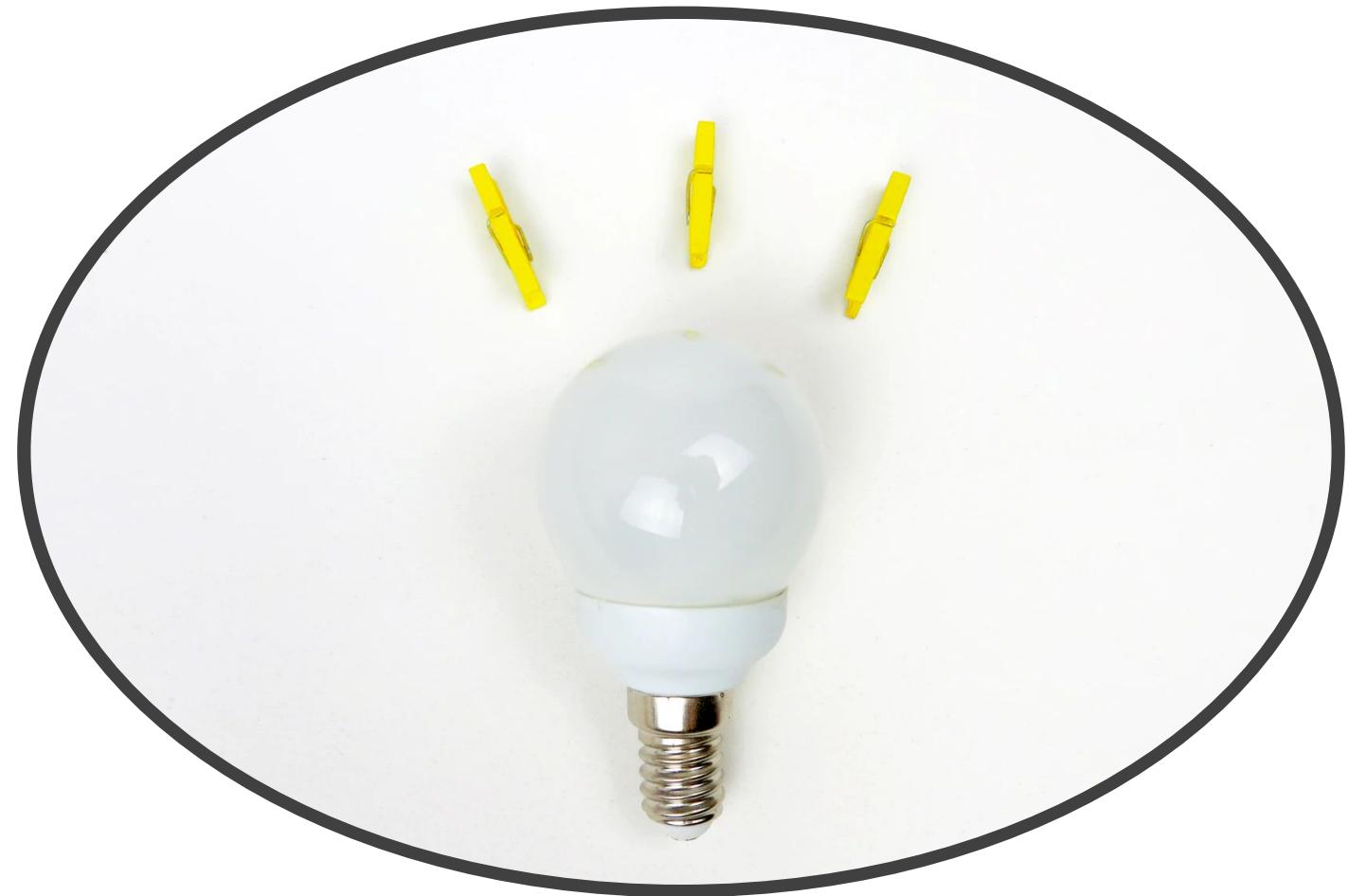
Presented by: Jane McLeod, Principal/Co-Founder of



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GOT IDEAS?

Your Employees Do!



The Power of an ESP

Your Team has the
POWER to retain
employees

What's your Super Power?



The Power of an ESP

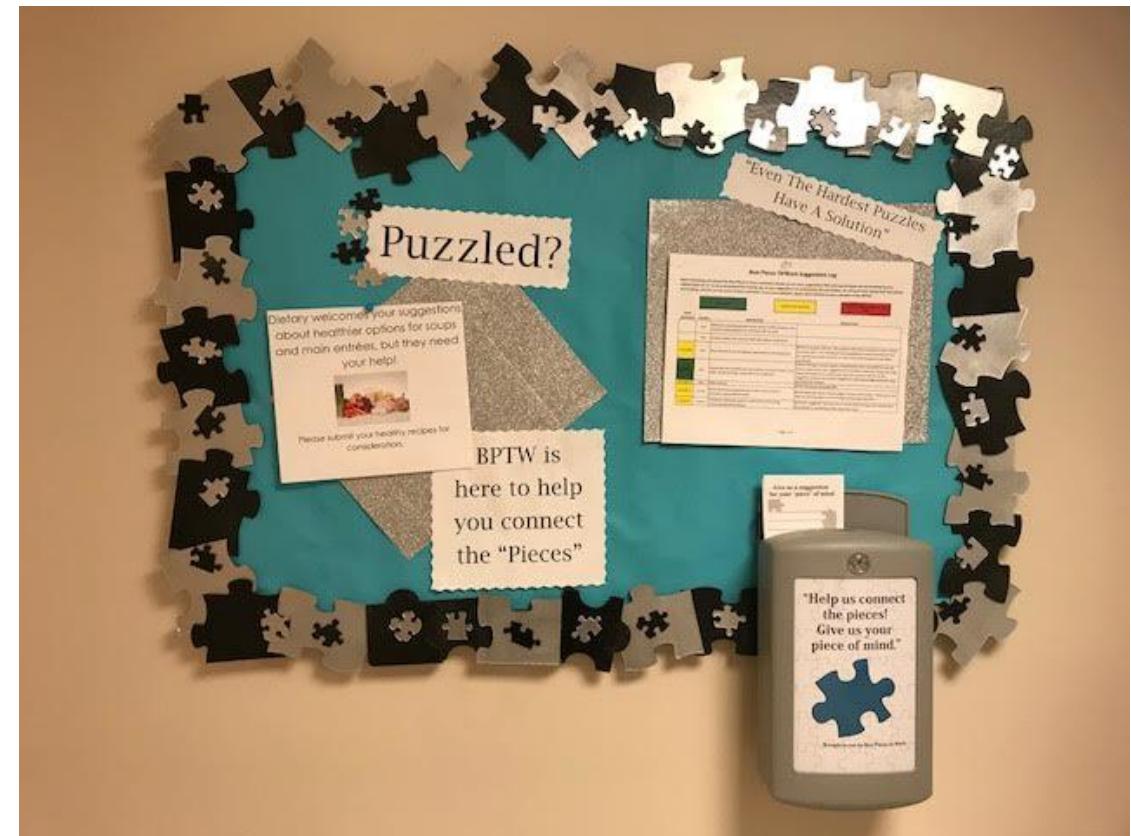
Best practices to CASE

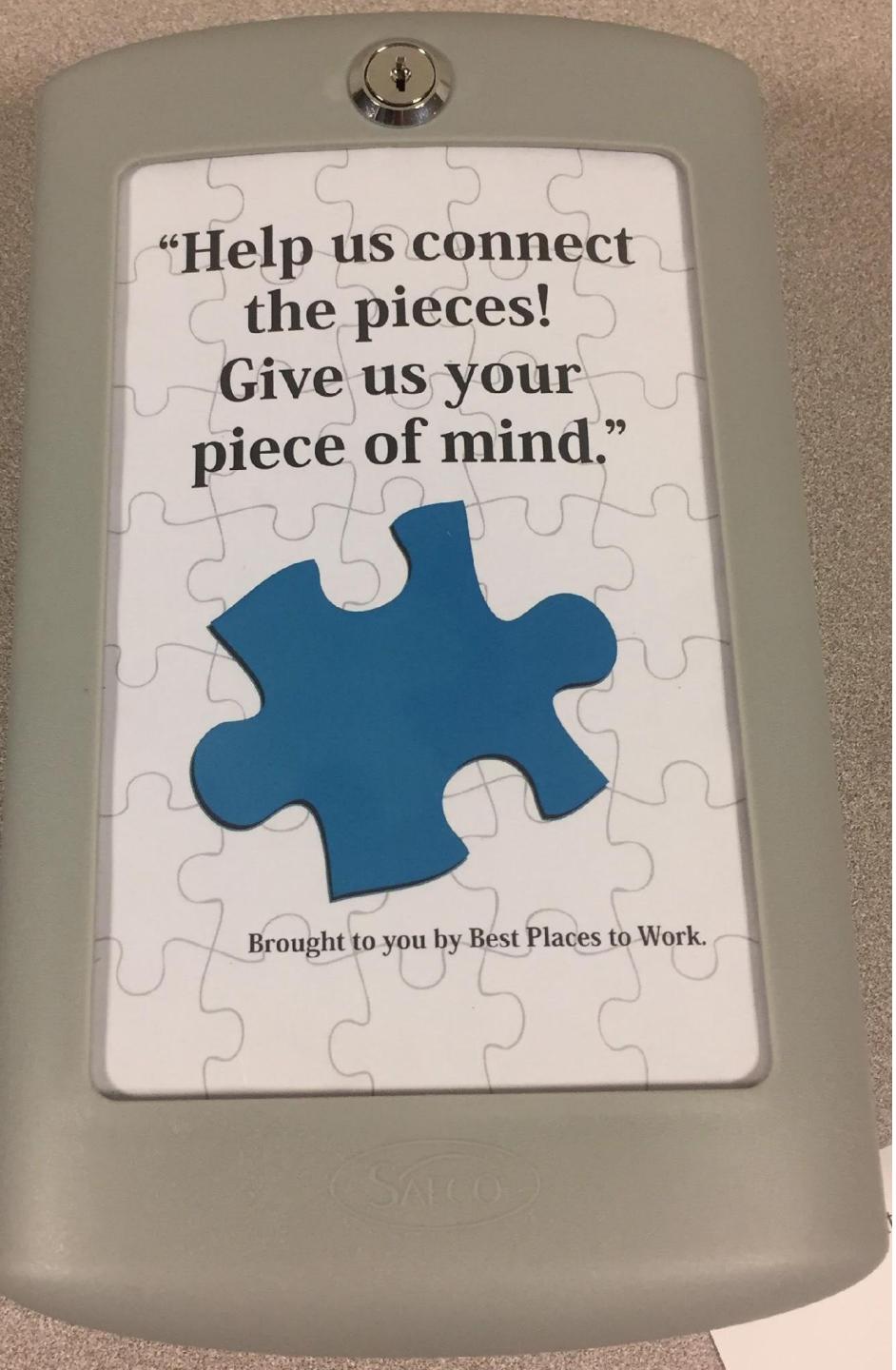
Best Places To Work Suggestion Log

We're connecting the pieces! The Best Places to Work committee thanks you for your suggestions! We want you to know we are working hard to address them all, so we have developed this tracking log. As your suggestions are reviewed by the committee, we will post them along with the actions we're taking, and the current status of their resolution. If you have questions, please don't hesitate to ask a member of the BPTW!

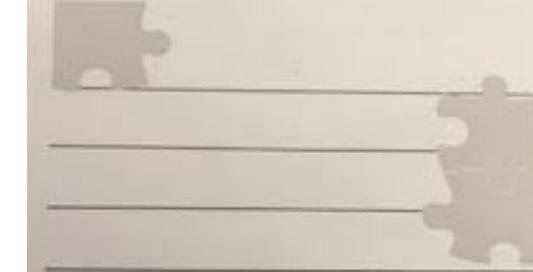
DATE REVIEWED	SOURCE	SUGGESTION	RESOLUTION		
			RESOLVED	PENDING/IN PROCESS	UNABLE TO IMPLEMENT AT THIS TIME
	box	Sitting for extended periods causes serious health problems. We need to explore options for standing while we work.			
	box	Outdoor tables and chairs for staff and visitors to eat lunch			
7/21/2017	box	Place domed mirrors at hallway intersections in the basement	BPTW has spoken with Joe. The ceiling is that area is too low to use a ceiling mounted mirror. He is looking at the possibility for a wall mounted version but special low profile product must be researched because of the space constraints.		
7/23/2017	box	Would like more healthy hot meal options (not just chicken) and wider variety of soups. Good job on the salad bar!	Dietary Manager Tammy Moore attended the most recent BPTW meeting. Dietary appreciates your suggestions for healthier meals but needs your help. Please feel welcome to submit your favorite recipes to BPTW via the suggestion boxes or by email to Suggestions (pieceofmind@ermchealth.org). NO DESSERTS PLEASE!		
7/21/2017	box	ATM machine	BPTW will discuss this with EMC		
7/5/2017	survey	Need educational opportunities to learn how to talk to coworkers about difficult topics	BPTW exploring a great session called "Crucial Conversation." Referred to Kris Allen for pricing opportunities through partnership with MGL.		
7/5/2017	survey	Employees should be paid for conferences and earning continuing education (CEUs)	BPTW has suggested referring this to Laurie Field. Perhaps she could write a Buzz article or something similar about this topic?		

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Give us a suggestion
for your "piece" of mind



Name: _____

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What to know before you get started...

There needs to be a system in place
and there needs to be excitement from the
highest levels of the organization

(aka CEO Forum)

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What to know before you get started...

Plan to roll this out and make it
EASY for employees to access.

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What to know before you get started...

Have a system in place to gain traction
for the program without you having to monitor
it's success and numbers.

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What to know before you get started...

Study / Adjust

Monitoring Metrics

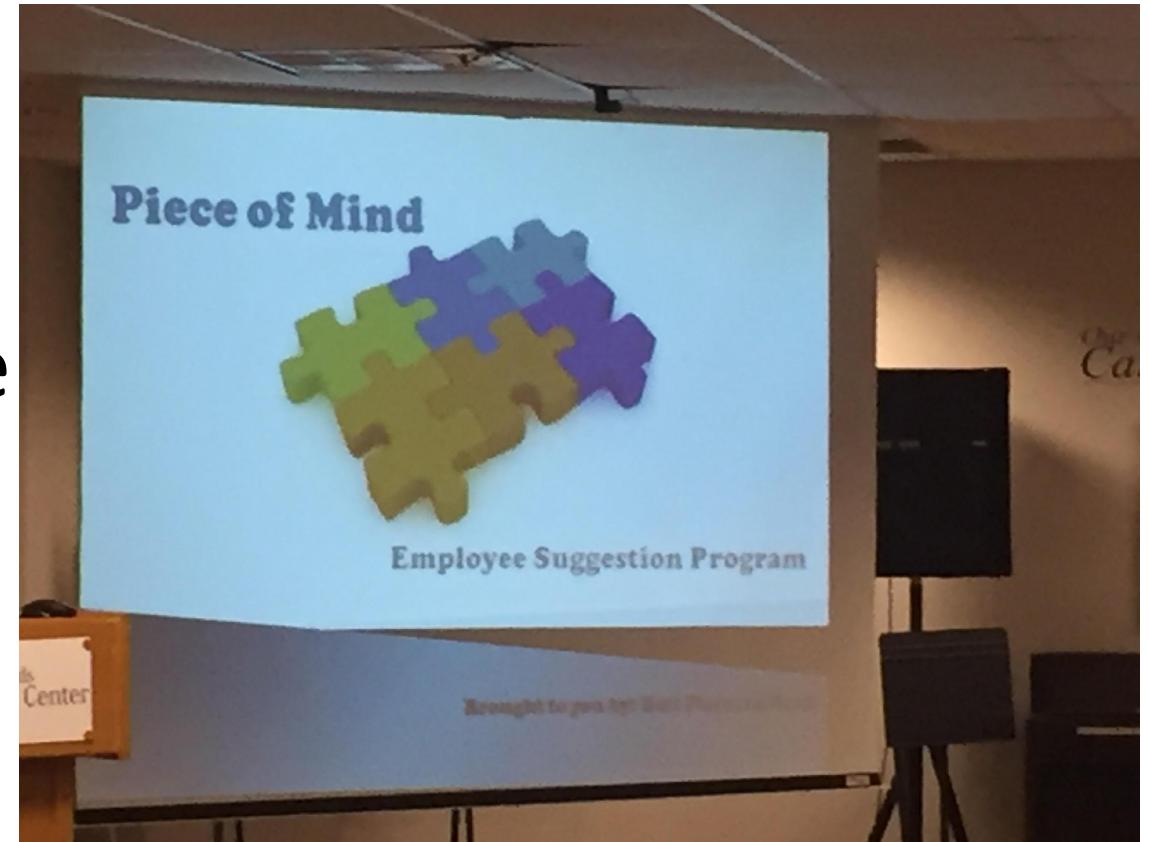
NO BOX!

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What to know before you get started...

Brand it!

Market it with a special name



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What to know before you get started...

Require details about the implementation:

It is easy to dash off an idea, so require an explanation from the suggestor of how they think it should be implemented. You don't need a full-blown action plan but *more than a sentence*.

Another Viewpoint

The goal is fresh ideas
right?

Here is another route:



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Follow up is the
Secret Sauce
to leadership... and this!



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The Devil is in the Details



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Money Don't Matter
None!



Just Start!

Brainstorm at your next meeting.

Be a TORNADO of ideas instead of a Whirlwind of “can’t”



QUESTIONS?

CALL US!



Jane McLeod

jane@capstoneleadership.net
906.259.0542

JUST
J
START

 **CAPSTONE**
Leadership Solutions, Inc.