# Employee Engagement Insights Report

## Introduction

This report provides an analysis of our employee engagement survey results, highlighting key trends and areas for improvement. As part of our ongoing efforts to enhance company culture, this information will inform strategic decisions to drive employee satisfaction and retention. The data presented is based on the Q4 2024 survey, and we will use these insights to shape future initiatives. This report is intended for internal stakeholders, including HR, management, and executive teams.

## Understanding Our Workforce

Our workforce is comprised of a diverse range of employees, with a average tenure of 3.5 years. The company has a strong focus on developing its employees' skills through various training programs and workshops. In addition, we have a comprehensive employee handbook that outlines the company's policies and procedures. As of Q2 2024, our total workforce consisted of 5,125 employees.

## Engagement Drivers and Barriers

Our employee engagement strategy is centered around recognizing and rewarding outstanding performance, with a quarterly employee recognition program that has seen a significant increase in participation since its inception in Q1 2022. Additionally, our employee assistance program provides support for employees dealing with various personal and professional challenges. These initiatives have contributed to a positive work environment, but do not directly impact employee engagement scores.

## Current State Analysis

As of Q4 2024, our total sales for the year reached $575 million, with a 4.5% increase in sales from Q4 2023. Our top-selling categories include international cuisine, Asian snacks, and household essentials. This data provides insight into our company's overall performance, but does not address the DR Question.

## Action Plan Recommendations

To further improve our customer experience, we recommend implementing a loyalty program, introducing a mobile app for easy ordering and payment, and enhancing our in-store promotions. These initiatives will help drive sales and increase customer retention. However, they do not directly impact employee engagement scores.

## Quarterly Performance Review and Reflection

Our Q4 2024 performance review highlighted areas of strength, including our successful holiday promotions and increased online sales. However, it also identified opportunities for improvement, such as optimizing our supply chain and improving inventory management. These insights will inform our strategic planning for the upcoming year, but do not address the DR Question.

## Conclusion

In conclusion, this report outlines the current state of employee engagement at Lee's Market. The findings suggest that [summary of key takeaways]. To address these areas, we recommend [next steps and action plan]. By leveraging these insights, we can create a more positive and productive work environment, leading to improved employee retention and overall business performance.