



Stay HR Savvy with HR Elements®

Welcome to the UBA Partner Firm exclusive monthly newsletter, delivering insights into timely human resources and employee benefits topics.

January 2025

- Dear HR Manager | Advocating for Growth
- Workplace Culture | Creating a Culture of Feedback
- Employee Benefits | Developing Effective Pulse Surveys

Dear HR Manager,

My team is ambitious, but my company does not offer tuition reimbursement. How can I support their career growth or open pathways to advance in the organization?

– Growth Advocate

Dear Growth Advocate,

Supporting career growth without tuition reimbursement may seem challenging, but there are many ways to foster development and create opportunities for your ambitious team. Here are three impactful strategies to consider.

Cultivate In-House Learning Opportunities

Leverage your organization's resources to create a culture of continuous learning. Arrange internal workshops or lunch-and-learn sessions where employees can share their expertise. For example, a team member skilled in data analysis could teach others how to leverage tools like Excel or Tableau. Additionally, consider creating a library of resources—books, industry publications, and case studies—that employees can access to deepen their knowledge. Encouraging a culture of shared learning promotes both collaboration and growth.

Recognize and Reward Development

Recognition is a powerful motivator. Establish programs to celebrate employees who invest in their professional growth, such as "Learner of the Month" awards or shoutouts in team meetings. Tie achievements to tangible rewards, like priority consideration for internal opportunities or small perks like gift cards. Publicly acknowledging growth efforts reinforces their value and inspires others to follow suit.



Provide Access to Online Learning Platforms

Invest in subscriptions to online learning platforms such as [Coursera](#), [LinkedIn Learning](#), or [Udemy](#). These platforms offer affordable and flexible training options in diverse fields. Consider creating learning tracks tailored to specific career goals or roles. Celebrate employee certifications or course completions publicly to recognize their hard work and inspire others to pursue growth opportunities.

By embracing these strategies, you can empower your team to grow professionally and enhance their contributions to your organization. Even without tuition reimbursement, fostering an environment that values development and ambition demonstrates your commitment to their success.

– HR Manager

Workplace Culture | Creating a Highly Engaged Workforce

Is your organization looking to marry your 2025 culture with employee engagement? These two topics are not mutually exclusive. Here at EBI, we are focused on supporting our clients in developing a highly engaged workforce through employee engagement strategies.

Here is our approach to driving employee engagement.

Understanding Employee Engagement

Employee Engagement can be measured by the level of discretionary energy an employee is willing to give their job. It is not necessarily job satisfaction or happiness with their job tasks. That discretionary energy is directly tied to and driven by their needs being met by the organization and more specifically, their leader. Leaders who communicate early and often, ask the opinions of their people, meet their resource needs, and focus on career development, have the highest engagement and employee retention scores.

Measure What Matters

At EBI, we offer a full array of Employee Engagement Strategy Tools including Employee Engagement Surveys. Our survey gives you the insight you need on your workforces' engagement level and provides employees an anonymous way to share their honest feedback in a meaningful way.

Our survey starts by focusing on individual needs, then team needs, resources for added success, and career development needs. The survey does not focus on if they like their supervisor, workplace amenities or other more common baseline items other surveys might ask. Although important, we are helping clients drive long-term engagement, retention and growth in their employment brand.

Growing From Feedback

Organizations often focus on providing employees with feedback on their performance. However, the organizations with the highest employee productivity, attendance, and revenue



driving behaviors ask their employees for their feedback on the items already mentioned. AND, once they have the feedback, take action to improve the work environment. That said, how we package your engagement strategy can start with a survey and lead into many exciting avenues that result in improved organizational performance.

Part of our Employee Engagement Strategy process includes exercises to help your leadership lean-into feedback, grow positively, and develop solutions to better meet the engagement needs of your employees. From focus group work, to career development and training initiatives, we can help.

If one of your 2025 goals is to build a highly engaged and productive workforce, reach out to us for a complimentary overview of our Employee Engagement Strategy Tools.

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