

The background is a vibrant, abstract graphic. It features a central bright white light source from which numerous colorful rays emanate, creating a sunburst or starburst effect. The rays transition through a spectrum of colors including yellow, orange, red, and various shades of blue and green. Overlaid on this are large, flowing, wavy shapes in similar colors, giving the overall composition a sense of movement and energy.

cisco *Live!*

Let's go

#CiscoLive



The bridge to possible

Grow Employee Engagement in the Hybrid Workplace

Annie Hardy, Senior Visioneer
@ErgoAnnie

Session 2646
IF-1015

CISCO *Live!*

#CiscoLive

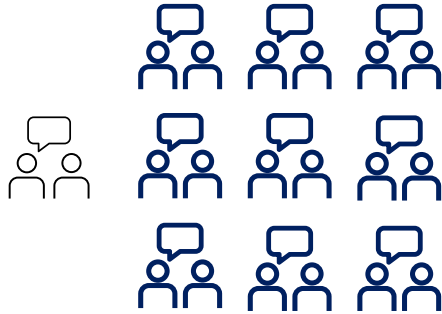
Agenda

- Employee engagement imperative
- How to grow engagement
 - Embrace hybrid work
 - Authentic inclusion
 - Allyship
- Questions

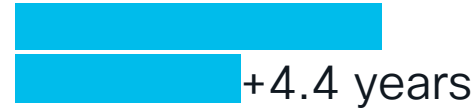
Employee Engagement Business Imperative



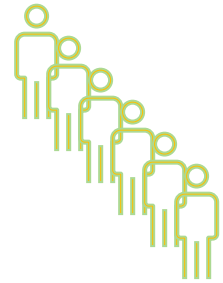
23%
Higher
Profits



9x
More Likely eNPS



62%
Longer
Tenure



60%
Lower Turnover

The Risk is real

41% of employees considering leaving their employer within the next year

One-third would take a pay cut to leave for a more fulfilling job

Biggest risks:

- New hires 55%
- Potential hires: 35%

#1 Reason



Company Culture

Pandemic Effect



30% feeling more burnout



Accelerated remote work trend



Cisco employee survey: 0-2 days/week in office

Demographic Effect



4 generations in the workplace



Younger employees prioritize different things



Trust is foundational

Your Culture Should...

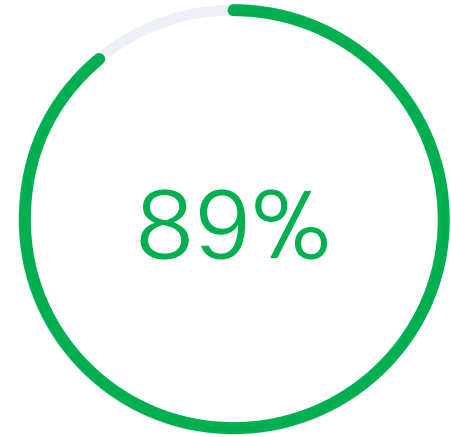
Create the environment in which the mix of people can come to work, **feel comfortable and confident to be themselves**, and work in a way that suits them and delivers your business or service needs.

Embrace Hybrid Work

- Don't just tolerate or hope it's a fad
 - 77% want flexible work
 - 64% say will directly affect if stay/leave company
 - This is especially true for women and people of color
- Requirements
 - Policies
 - Infrastructure
 - Management style

Cisco Case Study

- 78% report less workplace fatigue
- 96% say Cisco is a **great** place to work
 - Average US workplace: 57%
- 97% “of people care about each other here”
- #1 Best Company to Work (Fortune 2023)

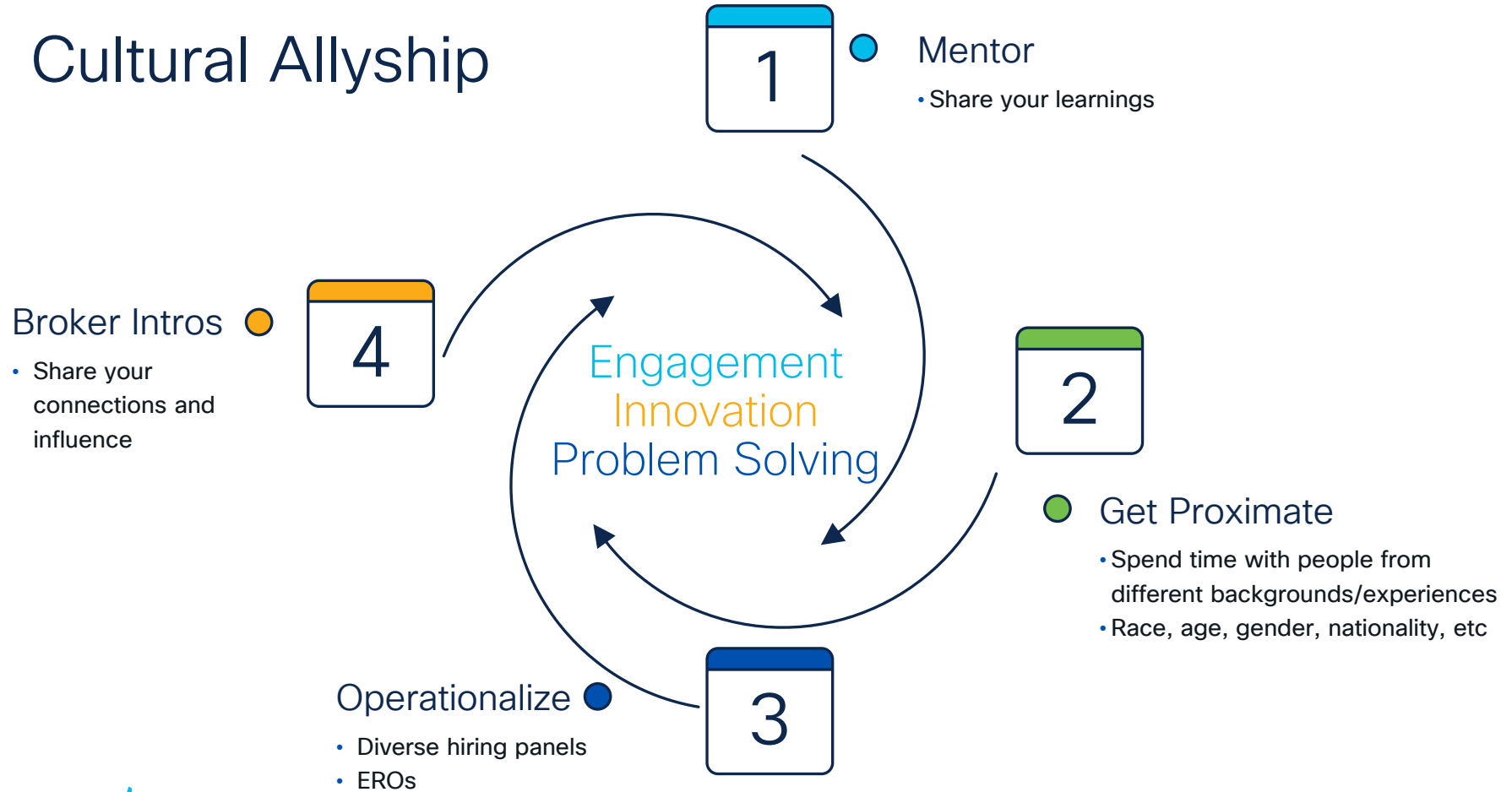


Would
Recommend
Cisco to Friends

Authentic Inclusion

- Encourage opinion sharing and openness
- Build trust through respect and empathy
- Ask the right question
- Invest in others
- Authenticity rules
- Encourage others to lean into their value

Cultural Allyship



Key Lessons

Employee engagement drives business results

Culture drives engagement

Especially true for hybrid and remote workforce

Requires intentional leadership

Authentic inclusion

Cultural allyship

Fill out your session surveys!



Attendees who fill out a minimum of four session surveys and the overall event survey will get **Cisco Live-branded socks** (while supplies last)!



Attendees will also earn 100 points in the **Cisco Live Game** for every survey completed.



These points help you get on the leaderboard and increase your chances of winning daily and grand prizes

Continue your education



- Visit the Cisco Showcase for related demos
- Book your one-on-one Meet the Engineer meeting
- Attend the interactive education with DevNet, Capture the Flag, and Walk-in Labs
- Visit the On-Demand Library for more sessions at www.CiscoLive.com/on-demand



The bridge to possible

Thank you

CISCO *Live!*

#CiscoLive

Thank you to our Inclusive Future Program Sponsors



Women of
Cisco

Inclusive Community

The background is a vibrant, abstract graphic. It features a central bright white light source from which numerous colorful rays emanate, creating a sunburst or starburst effect. The rays transition through a spectrum of colors including yellow, orange, red, and various shades of blue and green. Overlaid on this are several large, semi-transparent, wavy shapes in similar color tones, giving the overall image a sense of motion and energy.

cisco *Live!*

Let's go

#CiscoLive