Union-Proof Your Company

Preempt any effort to unionize by developing a culture of partnership.

Your company isn't the kind of place that needs a union. Unions take hold when employees feel they are being treated unfairly, when they feel the employment relationship is one-sided in favor of the employer.

A culture of partnership creates an environment where unions are irrelevant, where employees share your appreciation of the company, where they view the company as their employer-of-choice.

For over 20 years we have helped companies stay union free by developing a high involvement, high performance workplace where engaged employees think and act like business partners.

- Our *Partnership Model* is the framework for a broad range of management tools and methods that educate, enable, empower and engage employees. All of our solutions are based on this framework.
- Our *Compensation Plans* motivate employees, reward their contribution and align them with the company.
- Our *Quality of the Work Experience* Survey scores your company on the nine components necessary for a high quality work experience. The results are used to identify the actions necessary to become an employer-of-choice. Unions can't compete with this.
- Our *Performance ScoreCards* provide the structure for employee participation, accountability and open, frequent, two-way communication. They become part of every manager's operating process.

Our client experience shows that when you develop a culture of partnership your employees respond by enthusiastically contributing their intellectual, emotional and physical resources to achieve the goals of the company. Employees become connected to the customers, the financials, the operations and the company; and managers develop leadership skills while improving financial results and building a flexible, responsive organization.

Union-proof your company. Contact the Employee Engagement Institute to help you develop a partnership with your employees.