Best Practice Study (multi-functions)

Company Description:
Global consulting company, with operations throughout North America, Europe, the Middle East and Asia, our consulting company is a recognized leader in delivering proven business and IT strategies and solutions to Global 2000 companies across many industries.

Short Project Name:
Employee Engagement

Project Description and Deliverables:
The team will research and define best practices in employee engagement. Specifically, the team will discover how to best increase employee engagement in a highly mobile, traveling work force (consulting). The team will research how other companies create a positive inviting culture when the majority of their employees travel. Key considerations will include office environments, employee offerings/perks' of the to 25 companies, incentives, local activities, employee resource groups, etc. The team will also discover how to implement best practices both financially and logistically.
Key Deliverables
The team will create a plan that outlines how we can improve the engagement of its workforce.

Company Description:
We are a small business consulting firm. Our mission is to help small businesses reach their full potential. We work with top executives to help them make better decisions, convert those decisions to actions, and deliver the sustainable success they desire. We are passionate about achieving better results for our clients—results that go beyond financial and are uniquely tailored, pragmatic, holistic, and enduring. We advise business leaders on their most critical issues and opportunities: strategy, marketing, organization, operations, technology and mergers & acquisitions, across many industries and geographies.

Short Project Name:
Business Lessons Learned from Sports

Project Description and Deliverables:
The project team will have the opportunity to research 30 different sports and determine what lessons can be learned from each Sport that can help business owners be more successful.

This is an exciting creative project where the student team will work together to assist in research 30 different sports and analyzing how each of these sports can teach principles that can be used by business owners to be more successful.
Key Deliverables
The key deliverables include: reviewing and analyzing 30 different sports, documenting what can be learned from each sport, learning how to apply these concepts to business, effectively
documenting the information to be able to be understood and used by entrepreneurs and other business owners.

**Company Description:**
A global services company, providing access to products, insights and experiences that enrich lives and build business success.

**Short Project Name:**
Reward & Recognition Best Practices and Impacts

**Project Description and Deliverables:**
Our Company encourages employees to recognize accomplishments. Our Reward program launched in September 2010. To drive system usage and to ultimately drive a culture of recognition, campaigns and contests are held. We’d like to know are if we're effective.

Through this project, we would like to understand:

Internal:
- What other recognition events, activities etc. are happening at our company?
- Which are the most impactful events, activities etc.?
- Can the “best practices” be transferred to other locations/business units within our company?
- What do employees need to be energized/enabled to recognize great work?

External:
- What are other companies doing to drive a culture of recognition?
- What are the engagement levels of other companies?
- What can our company implement in our own environment to increase recognition?
- What companies are showing positive business results as a result of reward and recognition? How are they measuring, tracking and reporting?

**Key Deliverables**
What’s working well at our company? Are we effective at driving a culture of recognition? What opportunities do we have? How does our company compare to other Companies? We’d like to show the impact of recognition to bottom line business results. What strategy should we implement in order to do this?

**Deliverables**

Report card -What’s working well here? Are we effective at driving a culture of recognition? What opportunities do we have? -How does our company compare to other Companies?

Measurement -We’d like to show the impact of recognition to bottom line business results. What strategy should we implement in order to do this? -Any suggestion on other measurements?
One of the top 5 largest commercial banks in the United States. The company operates 3,000+ banking offices in 25 states and 5,000+ ATMs and provides a comprehensive line of banking, brokerage, insurance, investment, mortgage, trust and payment services products to consumers, businesses and institutions.

**Short Project Name:**
Best Practices in New Employee On Boarding - Employee Community

**Project Description and Deliverables:**
Analyze the affect of a new employee onboarding community using internal social media by conducting surveys and focus groups with new employees; research how other companies leverage social media for new employee onboarding.

The OCI team will complete both a Benchmark analysis and a best practices research process to identify alternative approaches for us to use in the future. Some of the key steps that will be used in this process include
- Secondary research to identify the current best practices being utilized in the industry to improve employee onboarding through social media communities established among new employees.
- In-depth interview with benchmark partners from the banking industry and other large companies to determine how they work and how they handle issues that arise concerning improving employee onboarding through social media communities established among new employees.
- In-depth interviews will also be held with a variety of internal experts with in our company to see how employee onboarding communities through social media established among new employees is handled currently at our company.
- If appropriate the team can hold focus groups either by teleconference or in person with people at our company to see how they perceive the issues associated with improving employee onboarding through social media communities established among new employees.
- Surveys could be conducted both inside our company and also with benchmark partners to obtain quantitative results associated with the issues identified from the interviews and focus groups pertaining to internal collaboration. Following the completion of the Secondary research, interviews, focus groups and surveys the team will enumerate the best practices identified within the banking industry and other large companies. The team will use the identified best practices to make recommendations on how we can make modifications to their current programs to bring themselves in alignment with the best practices available in the industry.

**Key Deliverables**
Facebook will play a key role in this project. The project team will provide the following deliverables at the end of the project:
A. A list of best practices as identified by the secondary research in the banking industry and other large companies.
B. a list of best practices as identified through the interviews, focus groups and surveys as conducted both inside our firm and with the benchmark partners.
C. A series of recommendations that we should use going forward to bring their internal practices within alignment of the best practices in the industry.