

SUMMARY

CISCO: Boosting Employee Satisfaction through Engagement and Well-Being Programs

THE CHALLENGE

Cisco Systems faced the challenge of maintaining high levels of employee satisfaction and engagement across its global workforce of more than 80,000 employees. As employee expectations evolved, particularly around well-being and flexible work environments, Cisco needed to find ways to keep employees motivated, satisfied, and productive.

THE SOLUTION

Cisco addressed this challenge by implementing robust employee engagement programs that focus on recognition and employment; communication and feedback; and innovation and career development. The company recognizes employee efforts and performance, both professionally and personally, through its employee recognition initiative. Additionally, Cisco supports and enables employees to voice their concerns as well as their ideas through platforms and programs that facilitate this communication. They also empower employees to submit, build on, and implement innovative ideas through Cisco's Center and through individual talent development plans. These efforts were designed not only to keep employees satisfied but also to ensure they felt valued and empowered in their roles.

THE RESULTS

As a result of these initiatives, Cisco saw significant improvements in employee satisfaction and engagement. Employees reported feeling more supported in both their personal and professional lives, which contributed to higher productivity and reduced turnover. Cisco's strong emphasis on employee well-being and engagement helped solidify its reputation as one of the best companies to work for.

CASE STUDY SOURCE

wellable.co

ADDITIONAL INFORMATION

cisco.com