

Igniting Engagement: keeping the flame going

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Employee Engagement Champions at UPS and UPS Capital





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UPS + UPS Capital

Employee Engagement Champions



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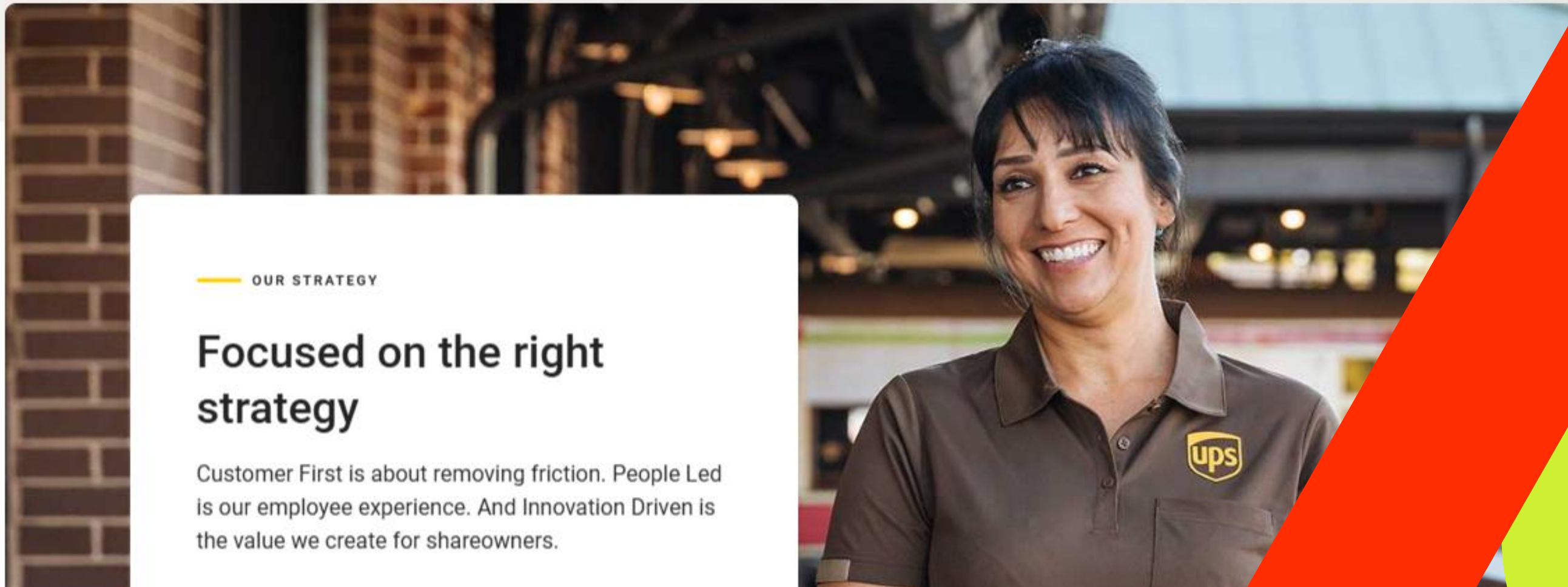
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Customer First, People Led, Innovation Driven



OUR STRATEGY

Focused on the right strategy

Customer First is about removing friction. People Led is our employee experience. And Innovation Driven is the value we create for shareowners.

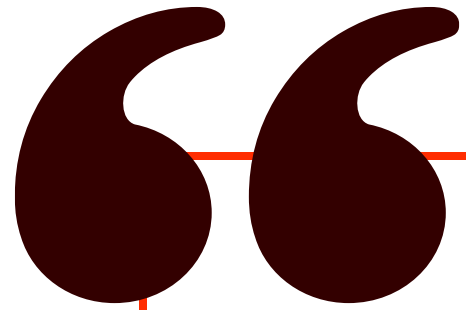
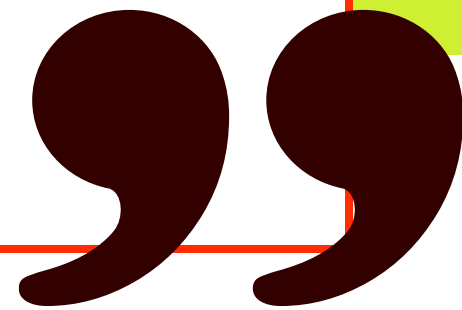




How We Engage

“When people are financially invested, they want a return. When people are emotionally invested, they want to contribute.”

- Simon Sinek





Connecting.

The desire to establish a relationship, then doing so.

Listening.

Listening to employees as people. Understanding your audience. Opening up a conversation and safe place to share thoughts and ideas.

Taking Action.

Not letting feedback fall on deaf ears.
Advocating for employee values, thoughts and ideas.

Engaging.

Empowering the employee to involve themselves in the change.

Following Up.

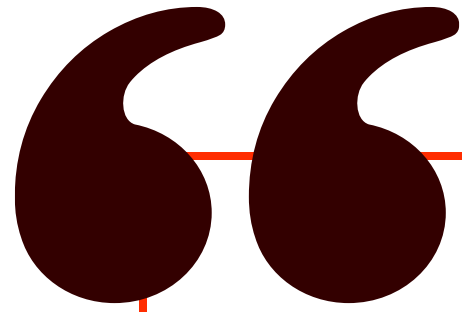
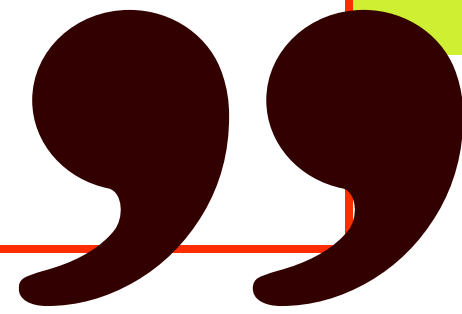
Keeping the feedback loop going.
Continuously connecting, listening, taking action and engaging.



Listening

“Leaders who don’t listen will eventually be surrounded by people who don’t speak.”

- Andy Stanley



Listening!

1. Get in groups of two.

2. Decide who the event planner will be.

*3. Choose an event to plan
(roadtrip, birthday party...etc).*

4. Role play a conversation with the event planner proposing their ideas for the event while the other is always answering "No, but ___".

No,

but

Listening!

1. Stay in your groups!

2. Keep your same event idea!

3. Role play the same conversation again, but this time instead of saying "No, but___", say "Yes, and___" in response to the planner's suggestions.

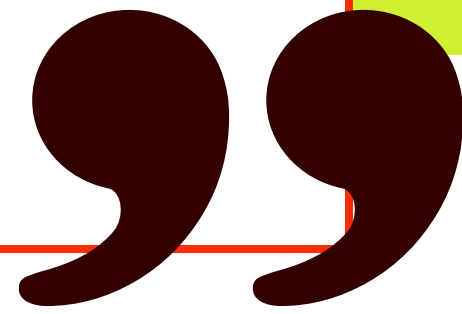
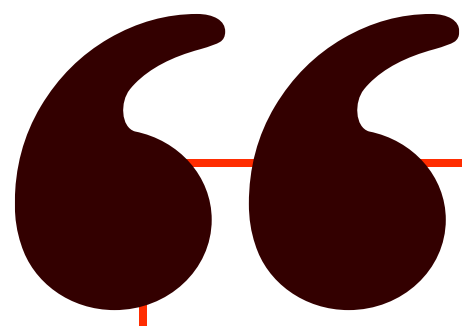


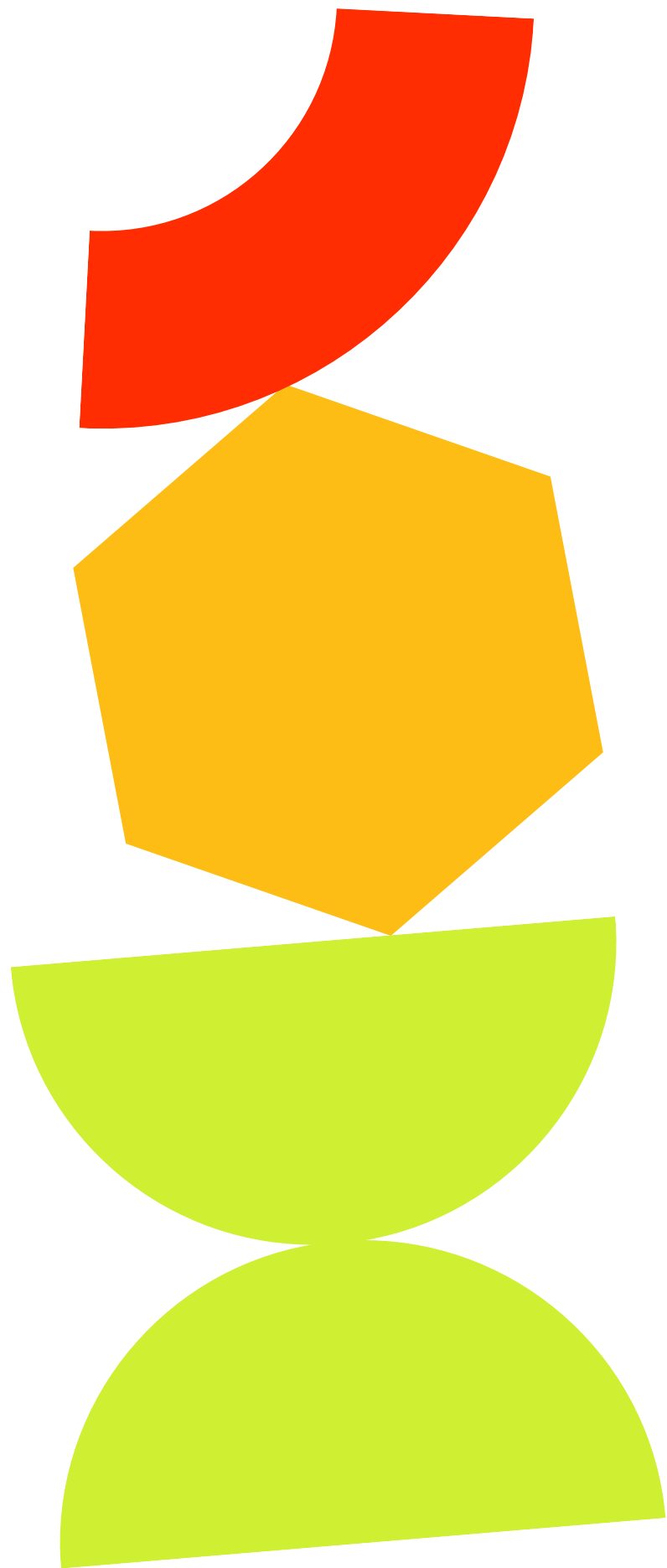


Setting the Scene

“Without a plan, even the most brilliant business can get lost. You need to have goals, create milestones and have a strategy in place to set yourself up for success.”

- Yogi Berra





Employee Engagement Committee

BUILDING BRIDGES, SHAPING CULTURE AND EMPOWERING CONNECTION!

Made up of volunteers dedicated to improving company culture and engagement, the Employee Engagement Committee, made up of six subcommittees, plans opportunities and provides ways to positively improve the workplace.

Our overall purpose is to support a culture of high-quality employee experiences and promote strategies that positively impact the workplace environment.

Subcommittees



Our mission is to continuously drive employee morale and boost engagement by offering a variety of events and initiatives that promote networking, inclusion, and companywide participation.



Our mission is to provide efforts that support a culture of recognition where all employees can be acknowledged for their contributions to the business' overall success. We want to dynamically empower, motivate, and encourage employees through recognition initiatives that positively impact our company's culture and drive our business to success.



Our mission is to create a charitable environment where employees are encouraged to take part in giving back to their communities; offering leadership and recognition opportunities to those who are consistent in their efforts to make an impact. We actively engage employees with opportunities that foster a culture of giving back.



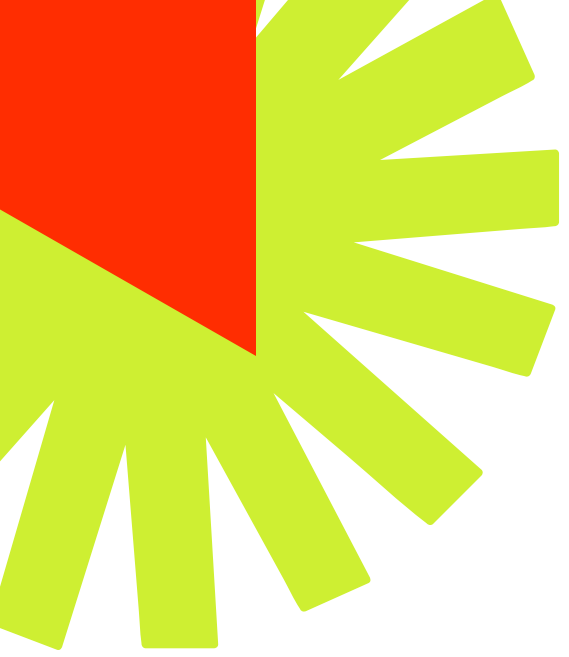
Our mission is to give employees the chance to learn from and teach each other. We will provide a continual learning environment and deliver training classes and rotational opportunities. We will deepen employee's industry and business knowledge and develop personal skills for our employees to succeed.



Our mission is to inspire, create, and maintain a fun & inclusive environment that supports and promotes each person's overall mental and physical well-being by providing programs and initiatives that encourage movement, healthy choices and habits, and tools and resources that will improve employee's overall happiness and wellness.



Our mission is to provide, through education and experiences, connection and empowerment of our employees to embrace the dynamics of diverse backgrounds, experiences and perspectives; creating meaningful relationships .



EEC Roles



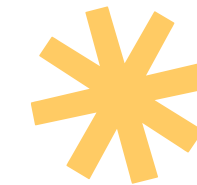
Chair

Leads, delegates, and supports the group in the planning and execution of events. Attends monthly chair meeting with EEC core to collaborate and provide updates.



Co-Chair

supports the Chair in planning and decision making, supports volunteers in execution. Stands in for the chair when needed. And, attends monthly chair meeting.

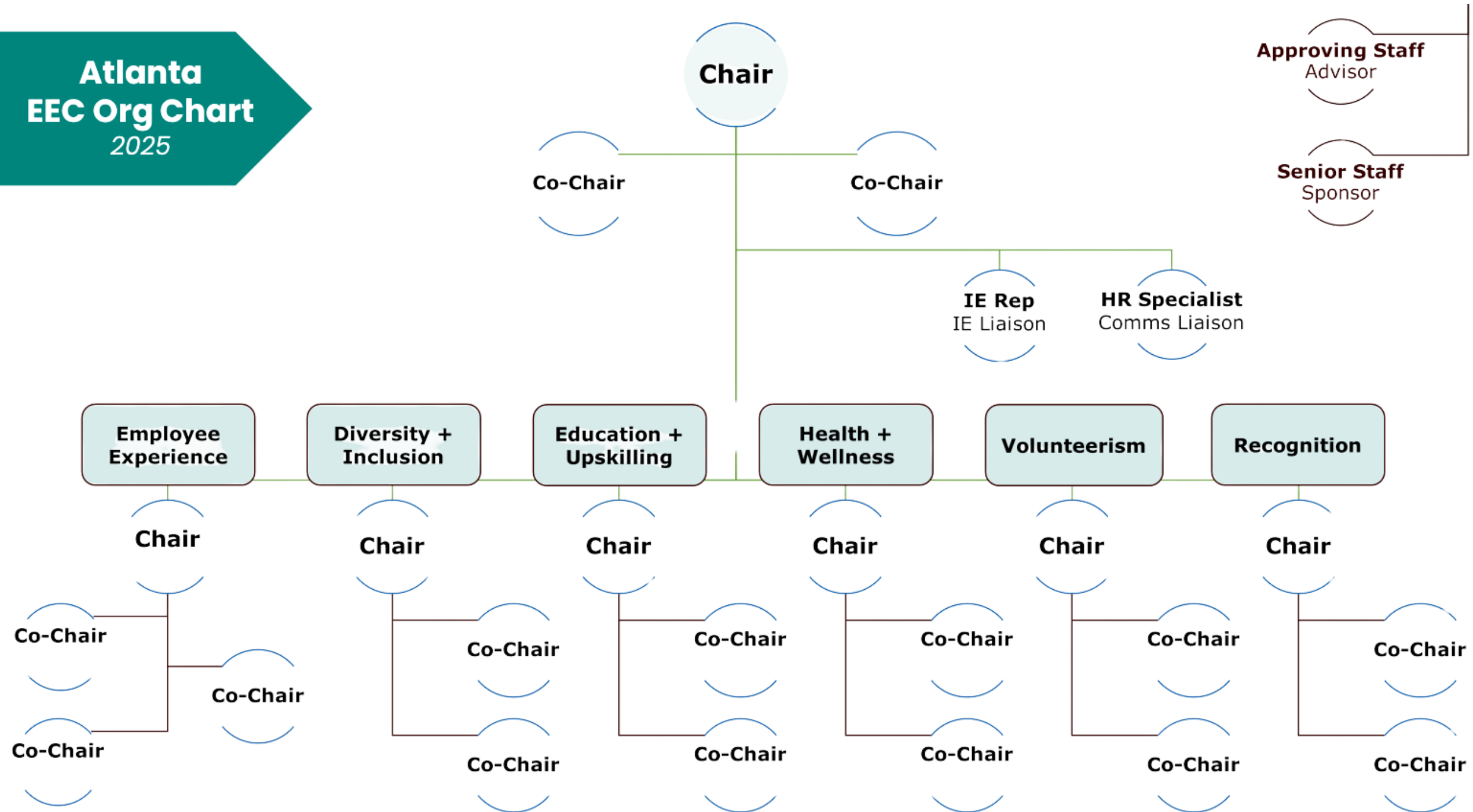


Volunteer

committee members who support in planning and execution by providing ideas, feedback, and volunteering their time to ensure the success of events.

EEC Hierarchy

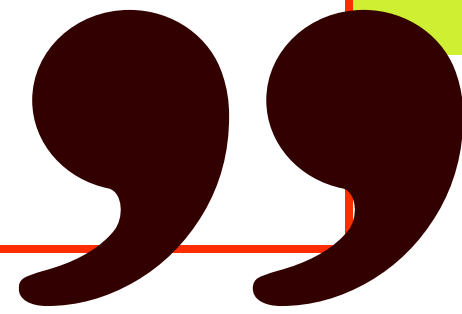
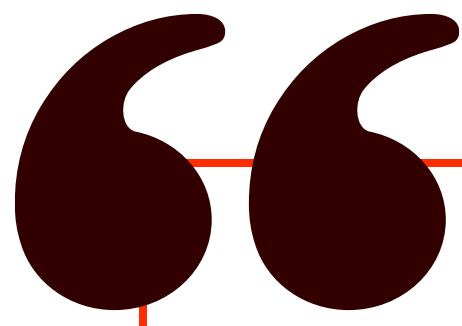
Atlanta
EEC Org Chart
2025






Why Engage?

“To win in the marketplace you must first win in the workplace.”
- Doug Conant





Company Benefits

- Retention
 - Customer Service
 - Improved Performance
 - Likelihood to Recommend
- 



Member Benefits

Soft Skills

- **Conflict Resolution**
- **Collaboration**
- **Communication**
- **Time Management**
- **Yes, and!**

Work Benefits

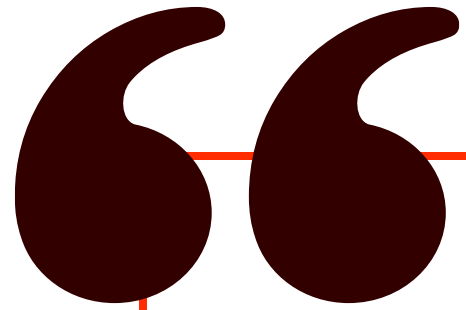
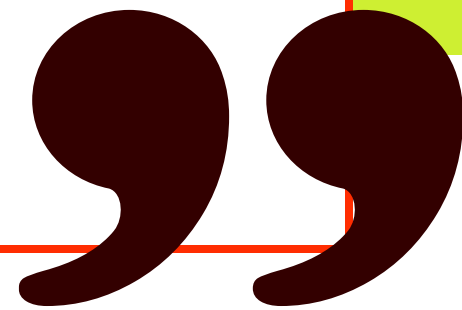
- **Networking Opportunities**
 - **Leadership Experience**
 - **Career Development**
- 



Getting Started

“Start where you are. Do what you can. Use what you have.”

- Arthur Ashe



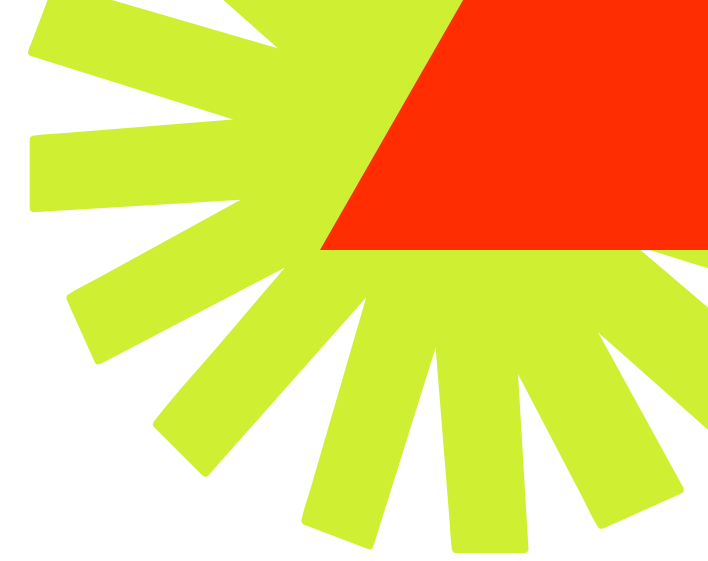
How to Get Started?

How We Do it.

1. EEC Interest Meeting
2. Interest Form
3. Mini Interviews

Make it Accessible.

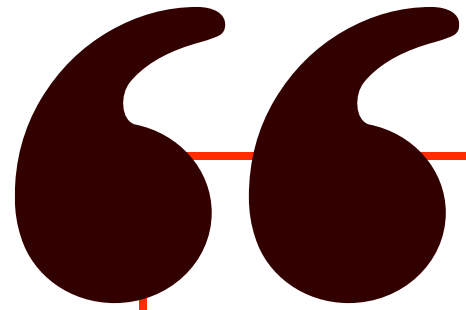
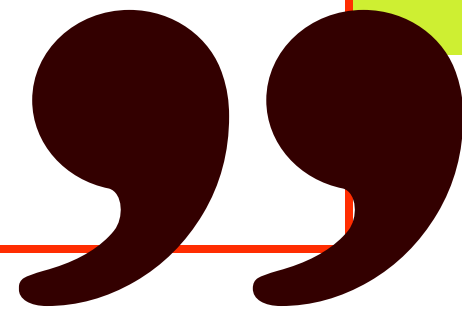
- Teams Channel
- Monthly Chair Meetings
- Calendar of Events

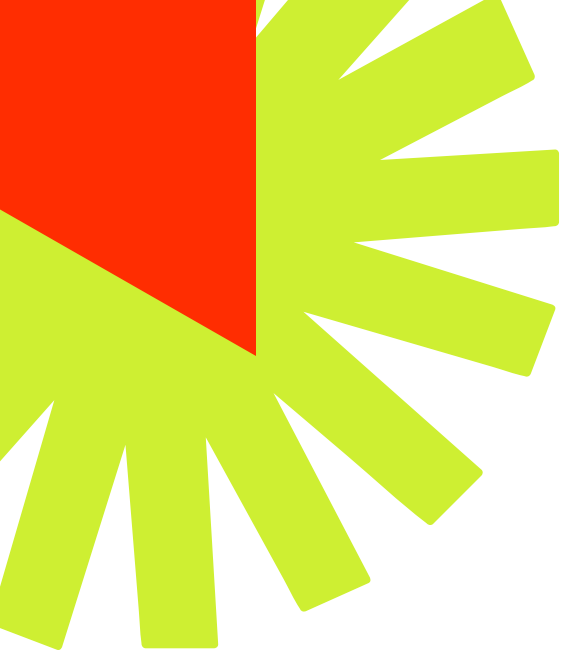




Promotion

“Good communication is the bridge
between confusion and clarity”
- Nat Turner





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Self-Defense Workshop & Donation Opportunities!

The Volunteer and Health & Wellness EEC sub-committees are partnering once again to host a self-defense workshop! This is an amazing opportunity to learn the important skills necessary to protect yourselves in any situation. We have an incredible instructor from [A.C.T Self Defense](#) to walk us through **Assailant Control Techniques (ACT)** that will teach us protective and defensive moves against the first touch of an assailant to the last.

The workshop will take place on **August 7th from 11 AM – 12 PM** in the **35 Glenlake Lobby Atrium**. If you sign-up to participate, you must bring **one item** to support [The Drake House](#) and the supplies needed for their market.

The workshop will be business casual friendly!

There are only **20 spots** available for this workshop, you don't want to miss it!

Sign-up [here](#) for a spot in the self-defense workshop.

There are still more ways to get involved! We will be holding a donation drive for The Drake House from **August 5th to August 16th**. Please drop off your items in the lobby throughout those two weeks. We appreciate all donations!



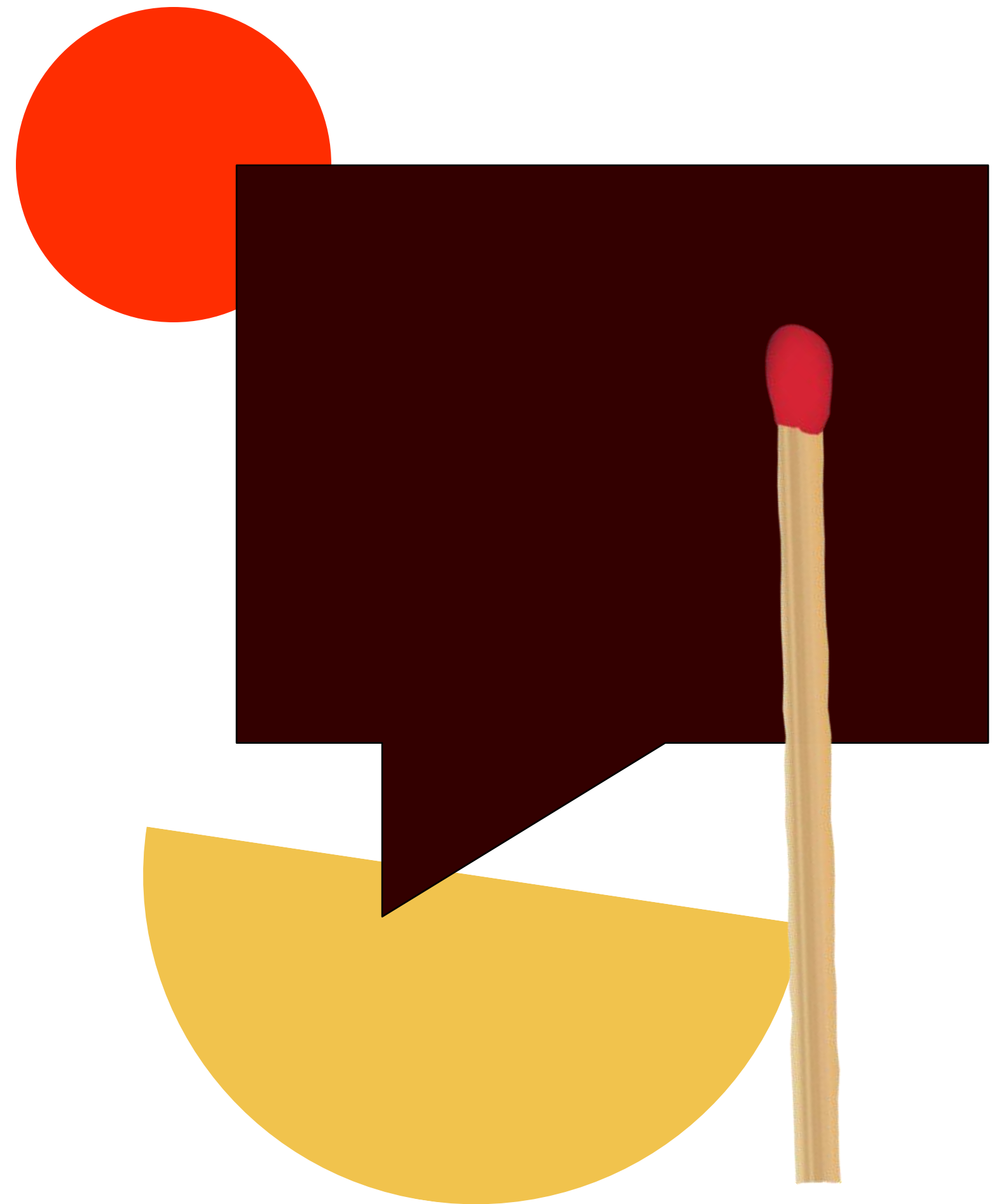
This initiative is brought to you by the Volunteerism and Health and Wellness Subcommittees of the EEC.



Match, Spark, Flame.

Igniting connection, fueling ideation.

1. Split up into groups.
2. Take some time to connect, and listen to those around you.
3. After listening and connecting, use those insights to plan a meaningful and impactful event.
4. Share!



Event Ideas



- **Founder's Week**
- **March Madness**
- **Sales Tales of Woe, Wow and Wonder**
- **Pirate on the Porch**



- **Battle for the Brain**
- **Kickball Tournament + Food Pantry Donation**
- **St. Jude Card Writing**
- **Seniors Field Trip**



- **Field Day**
- **Wobble + Gobble**
- **Bike + Steps Challenge**



- **Employee Appreciation Week**
- **Dare Awards**
- **Swagbucks Program**



- **National University Tabling Event**
- **Upskilling Lunch + Learns**



- **Mental Health Table Talk**
- **Juneteenth Fair**
- **World Culture Day Forum**
- **Mother's Day Origami**

Q+A

Thoughts, Questions, Opinions?





**When people go to work, they
shouldn't have to leave their
hearts at home.**

- Betty Bender



Thank You

