

Employee disengagement

- ①
 - Exec/leader focus groups
 - Anonymous feedback mechanism
 - Live town hall - Q+A
 - Message - authentic + transparent

Remote groups

- ②
 - Field supervisor training
 - Clear expectations + best practice sharing amongst supervisors
 - Communications portal to communicate w/ their teams
 - Email templates + resource links to help them be good communicators

③ No internal strategy

- Audit, inventory
- Leadership support to prioritize work
- One pager on comms guidance / guideline for best channels for comms