

CLOSING THE ENGAGEMENT GAP: EVIDENCE-BASED STRATEGIES FOR LEADERS

THE GLOBAL ENGAGEMENT CRISIS

\$8.9 TRILLION
LOST GLOBALLY

Disengagement costs roughly 9% of global GDP due to productivity loss.

21%

Global Engagement Rate. Only 1 in 5 employees report active engagement at work.



GOVERNMENT:
Offers stability but risks inertia.

PUBLIC VS. PRIVATE SECTOR TRADE-OFFS



PRIVATE:
Offers merit rewards but risks burnout.

TRANSFORMATIONAL LEADERSHIP YIELDS OUTSIZED RETURNS



Manager behavior—coaching and open communication—is the single strongest driver of team engagement.

EVIDENCE-BASED SOLUTIONS

REDESIGN RECOGNITION AROUND TRUE MOTIVATORS



Tiered peer recognition and non-financial rewards boost affective commitment and reduce turnover.



TENURE-DRIVEN

Clear development architecture and internal mobility transform tenure-driven cultures into growth engines.

BUILD SKILL-BASED CAREER PATHWAYS



LEADERS ACROSS BOTH DOMAIN TYPES CAN APPLY PROVEN, EVIDENCE-BASED LEVERS TO RESTORE MOTIVATION AND COMMITMENT.