

# A Strategic Look

**Axiom**  
Human Resource Solutions

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## Axiom Updates

- **10% off** all Benefit Administration products through the end of June! This includes the enrollment platform, carrier connections, and COBRA administration. Contact Toni at 317-587-1019x103 for details!
- We have a new member on our team! Angie Davis is an account representative here at Axiom, who specializes in processing client payrolls and assisting her clients with their payroll needs. She graduated with a Bachelor of Science degree from Indiana State University. Angie has 10+ years of experience in customer service, management and administration. For her full bio, [click here!](#)

## System Updates:

- Compensation Management Module
- Position Management and Headcount
- Succession Planning
- Employee Perspectives
- Multi-EIN Employee Transfers via HR Actions

For more information on these modules, contact [HR@axiomhrs.com](mailto:HR@axiomhrs.com).

## CLIENT SPOTLIGHT

Featuring *COBURN PLACE SAFE HAVEN*

Coburn Place Safe Haven is a local, non-profit organization, dedicated to empowering victims of intimate partner violence to live as survivors.

They are a full-suite HR Client with Axiom who is fully utilizing the software and resources we provide. "Axiom HRS helps us ensure that our human resource practices are top-notch and reflective of our overall commitment to providing an atmosphere and culture that is welcoming, respectful, and inclusive, not only for the survivors of intimate forms of violence whom we serve, but also for our employees. Axiom is more

**"Axiom is more to us than "just" our HR services vendor; Axiom is a true partner in Coburn Place's mission work."**

to us than "just" our HR services vendor; Axiom is a true partner in Coburn Place's mission work. Their team supports our work through practice, sponsorships, volunteering, and we're glad to be on this journey with them." -Julia, President/Executive Director of Coburn Place

As one of the leading domestic violence programs in the state of Indiana, Coburn Place strives to support their clients in the best way possible. To do that, they rely heavily on not just an outstanding staff, but also on their volunteers and donors.

If you would like to get involved, Coburn Place will be hosting their 6th annual Lemonade Stand on July 20th! There will be 4 stands located around Indy to grab a glass and donate to a great cause. For all the details, [click here!](#)

**LEMONADE STAND**  
BACK-TO-SCHOOL SHOES & MORE FOR COBURN KIDS

**JULY 20 2018 FRIDAY 11a-2p**

**3 INDY LOCATIONS**  
NORTH: Charles Schwab | 8332 Woodfield Crossing Blvd  
DOWNTOWN: Christ Church Cathedral | On the Circle  
MIDDLETOWN: Coburn Place | 604 E 39th St

**SPICED LEMONADE SALE**  
HOTEL TANGO 12-30p-6-30p 21+ | 702 Virginia Ave

**CAN'T MAKE IT? ONLINE**  
[coburnplace.org/lemonade](http://coburnplace.org/lemonade)

For up-to-date Axiom news and free resources, follow us on Twitter @AxiomHRS

## Upcoming Trainings

June 14: [How to Run Reports](#)  
June 28: [Sexual Harassment](#)  
July 12: [Succession Planning](#)

For Access to previously recorded trainings, [click here.](#)



## Developing and Sustaining Employee Engagement

*By Kelly Mead*

Picture two very different employees: The first arrives early to the office each day and starts working well before 8 a.m., is excited about the company and their work and regularly participates in activities that further the company's objectives. The other shows up on time, works at a satisfactory level but does the minimum, watches the clock and is out the door at 4:59 p.m. each day. Who would you rather have on your team? For any business leader, the answer is simple.

The term *employee engagement* refers to an employee's level of commitment, passion and loyalty towards their work and company. Coined by Dr. William Kahn in his 1990 article, "Psychological Conditions of Personal Engagement and Disengagement at Work," the term "engagement" embodies the concept that individuals invest themselves emotionally in their work roles, to varying degrees.<sup>1</sup>

Most business leaders already understand that there is a direct connection between high levels of employee engagement, customer satisfaction and company profitability. What many don't understand is that while related, engagement is not synonymous with happiness or satisfaction. Company-provided lunch on Friday might make employees happy but will likely do little to increase engagement. Engagement is much deeper than that. Employees with a high level of engagement work on *behalf* of the company's goals, ultimately resulting in positive business outcomes.

Developing and sustaining a high level of employee engagement can be a company's top competitive advantage. Strategic initiatives that support a culture of transparency, honesty and empowerment, giving employees individual attention, ongoing training and development, a sense of ownership, recognizing valuable contributions and building a true sense of a team are all low or no-cost ways to raise the overall employee engagement level.

Do you need assistance in designing an employee engagement strategy that fits your company? Axiom's strategic human resource consulting services provide business leaders customized strategic human resource strategies that align with each business' specific needs. For a consultation contact Kelly Mead, Director of Human Resource Services at 317-587-1019.

<sup>1</sup> Kahn, W. A. (1990). Psychological conditions of personal engagement and disengagement at work. *Academy of Management Journal*, 33(4), 692-724.

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