

## About Us

The Employee Engagement Group was founded by Bob Kelleher after repeated requests for Bob to share his employee engagement experiences and best practices with others.

Bob was Chief Human Capital Officer for AECOM, a Fortune 500 professional services firm with 43,000 global employees. Previously, he was Executive Vice President and Chief Operating Officer for ENSR, a global environmental consulting firm. ENSR was acquired by AECOM in 2005.

While at ENSR, Bob introduced and spearheaded cutting edge employee engagement initiatives while also leading the Human Resources, Organizational Development, and Internal Communication departments. Ultimately, Bob became ENSR's Chief Operating Officer - true confirmation of an engagement culture (only in a true "people-centric" culture can the Human Resources head become the Chief Operations Officer!).

ENSR's engagement culture, built through award winning programs and initiatives, was embraced and supported by its board of directors, senior management team, employees, and clients. Over time, this initiative became the foundation of ENSR's business strategy.

While building ENSR's engagement culture, Bob saw what happens when you openly share your values with your employees, from the top to the bottom. He saw what happens when you communicate openly, honestly, and frequently with your employees - both good and bad news. He saw what happens when you invest more in the development of your staff than your competitors. He saw what happens when you foster, recognize, and celebrate a culture of high performance (including non tolerance for mediocrity). He saw what happens when you include employees in the development of your strategic plan - they help you get there (because they own it!!). He saw what happens when you routinely recognize and celebrate accomplishments and effort, and foster a culture where people should expect to hear "thank you!"

What started off as an initiative, became a global cultural transformation. What started off as a goal to reduce employee turnover, became a joint commitment between employees and management, a commitment that links employee goals with company goals. A culture of employee engagement was the ultimate win-win! Quite simply, ENSR came to realize that if you give to your employees, they will give back much, much more ("the capture of discretionary effort"). ENSR saw firsthand that an unwavering commitment to employee engagement leads to superior client service, and ultimately, profitable growth.

It was the success of ENSR's employee engagement efforts that led AECOM to ask Bob to lead their "Human Capital" efforts as they pursued "Best Place to Work" status.

Today, Bob shares his best practices and expertise with leadership teams across the globe.

*Bob is the "whole package" – he is a thought leader who can create a compelling vision, energize an entire company around it, and implement the change management, organizational architecture and leadership practices necessary to put that vision into reality...and he does with direct influence - teaching and coaching at all levels of the organization."*

**Craig Ramsay**  
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