

Making Engagement Shine

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For most companies, employee engagement can be a broad brush and it's sometimes difficult to balance areas of focus among the many topics of concern. One of these areas is Environmental Management. Over the past four decades the Rail Industry has experienced a fast growing, ever-changing environmental landscape. These changes have brought an increasing need to keep employees engaged. This presentation explores steps Union Pacific has taken to make engagement shine.

There are many important questions we must ask when implementing engagement strategies. Questions like, how do we "right-size" programs to focus on what matters most? How do we ensure acceptance and continuous improvement? With 46,500 employees spread throughout 23 states, this has been a challenging endeavor for Union Pacific. We believe environmental management begins with our Environmental Policy which outlines three primary commitments every employee must make: pollution prevention, regulatory compliance, and continuous improvement.

This presentation will explore how Union Pacific engages departments and job functions toward these commitments and how they fit in the larger corporate strategy. We will highlight a number of programs ranging from regulatory compliance to fuel conservation to waste reduction and environmental stewardship. With an increasing number of challenges and opportunities ahead, we will offer an opportunity to collaborate and share our collective knowledge on employee engagement.