

Granite Quarry: Becoming Solid as a Rock

Want feedback without a survey? LGWI can help!

Leaders from the Town of Granite Quarry, NC wanted help getting feedback from their employees on their workplace experiences. Since Granite Quarry is a small local government organization, with less than 20 full-time employees, we agreed that a survey may not be the best approach to collect feedback.

Instead, LGWI conducted 10 individual employee interviews. Granite Quarry leaders were curious about how to improve organizational morale, which established the foundation for the interview questions.

What was learned?

From the interviews, we were able to identify that employees were seeking better benefits, a stronger emphasis on employee appreciation, and increased communication from the manager and department heads.

What happened next?

With the information gathered from the interviews, Granite Quarry leaders implemented the following changes to support employees.

- Created an Employee Appreciation Committee with representatives from each department to focus on improving employee morale and communication
- Changed the low-attended annual employee banquet to a well-attended Kannapolis Cannonballers baseball game, catered by the town
- Increased new employee onboarding by establishing routine check-in meetings in the first month
- Improved their benefits package and dedicated more time to educating employees about their benefits

Leisha DeHart-Davis, Professor & LGWI Director

ldd@unc.edu or (785) 766-1554

Visit: lgwi.web.unc.edu

Email: sog_lgwi@unc.edu



Local Government
Workplaces Initiative