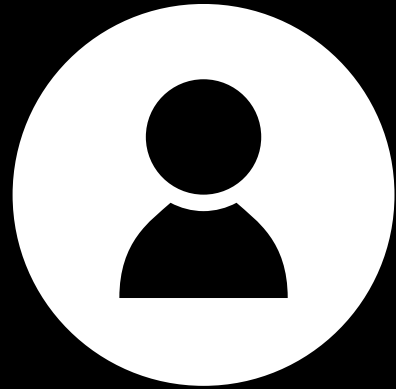


EMPLOYEE ENGAGEMENT 101

Essential considerations for employers and managers to maintain employee retention, productivity, innovation and overall happiness.

FOCUS ON THE PERSON

Pay attention to each individual employee under your care and consider their needs. Do they need to be motivated or challenged? Do they feel overworked or unappreciated? Tailor your response to each person.



FOCUS ON YOUR PEOPLE

Remain observant to the dynamics and health of your team. Do they have plenty of opportunities for social interaction and collaboration? Is there good communication between members?

FOCUS ON THE STRUCTURE

Ensure there are smooth lines of communication between the different levels of your organisation. Are higher ups visible and available to employees? Can managers reach executives and members of the board?



FOCUS ON THE FEEDBACK

Prioritise both sharing and acting on feedback. The Situation-Behaviour-Impact model can be useful in delivering meaningful feedback that others can learn and benefit from.

FOCUS ON THE CULTURE

Take a holistic approach to employee engagement by being aware of organisational culture and changes in culture over time. Is the culture of your organisation healthy? Does it focus on employee engagement?

