

EMPLOYEE ENGAGEMENT

3 KEY STEPS ON THE JOURNEY

And insights into each

LISTEN & COMMUNICATE

KNOW YOUR ORGANISATIONAL VALUES

COMMUNICATE THEM THROUGHOUT

BE CLEAR

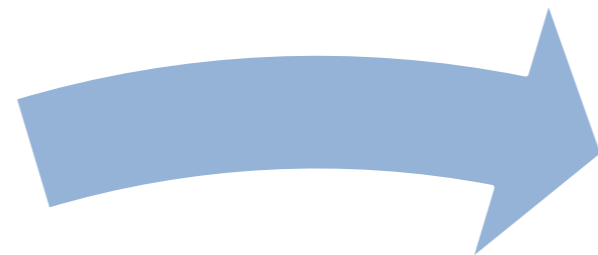
USE PLAIN LANGUAGE

HAVE AUTHENTIC CONVERSATIONS

AND MAKE SURE THEY ARE TWO WAY

WALK IN EACH OTHERS SHOES

DEVELOP EMPATHY AND AWARENESS



PLAN

ENGAGEMENT IS A JOURNEY NOT A DESTINATION

IT 'S HARD WORK

BUT YOU CAN GET 80% OF THE BENEFIT FOR 20% OF THE EFFORT

START SMALL, PLAN TO SCALE
YOU DON'T NEED A BIG BUDGET

INITIATIVES HAVE A SHELF LIFE
KEEP REINVENTING AND REENGAGING

USE ENGAGEMENT AGENTS
AND DRIVE IT HORIZONTALY

UNDERSTANDING



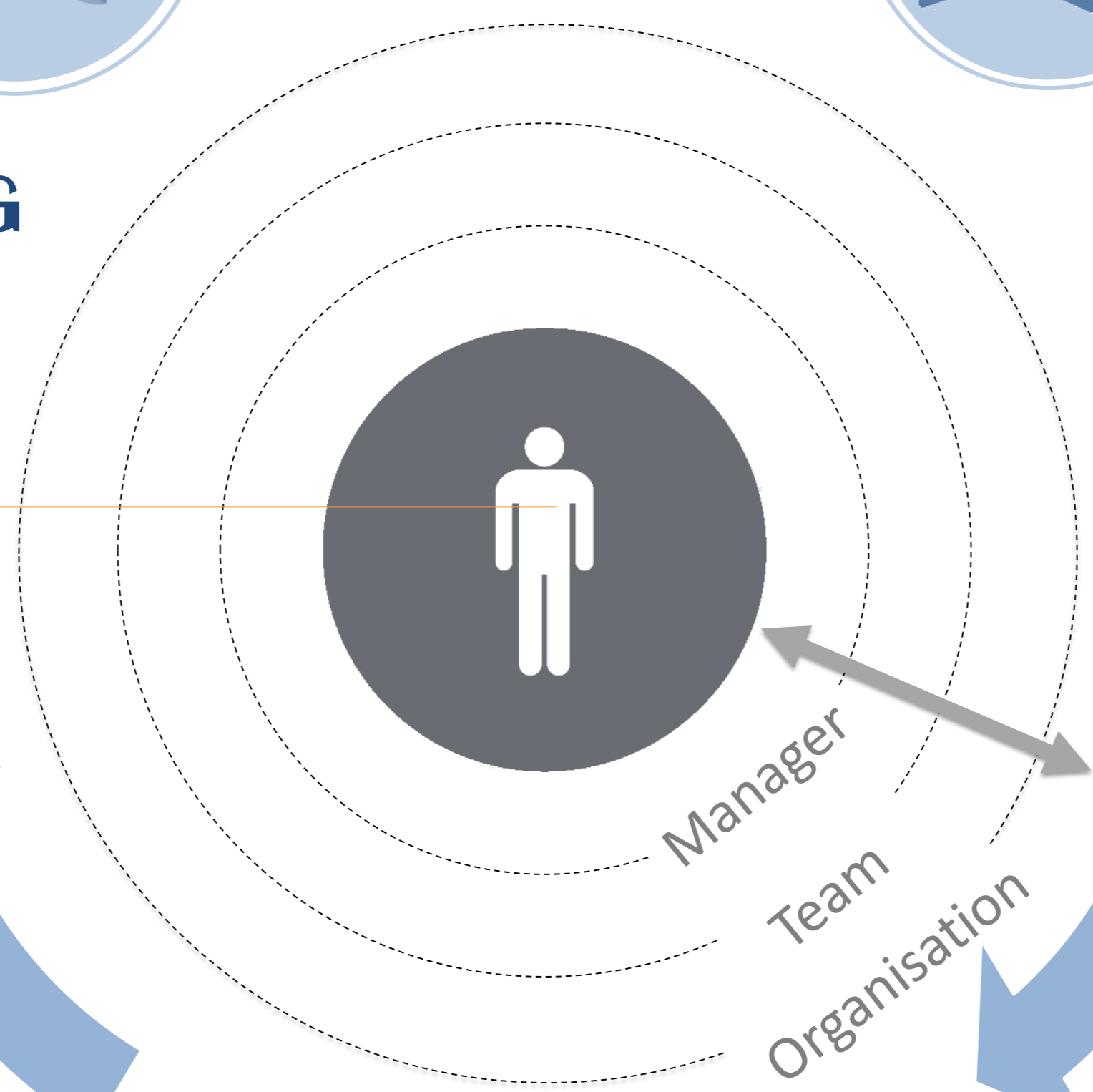
MOTIVATORS

PEOPLE WANT TO BE ENGAGED

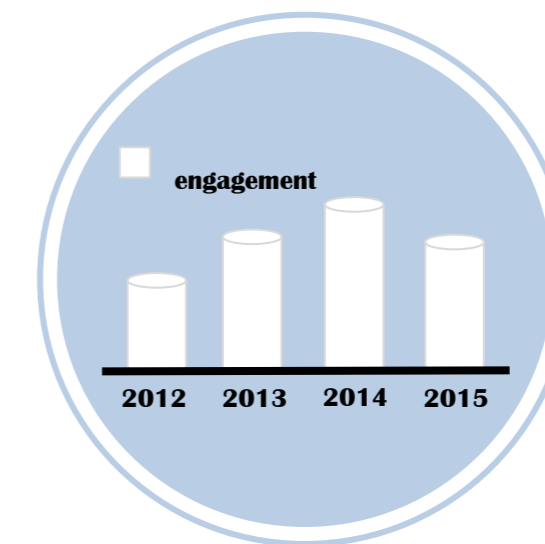
YOU JUST HAVE TO CREATE THE RIGHT ENVIRONMENT

UNDERSTAND THE DRIVERS

MEANINGFULNESS, TRUST, RELATIONSHIPS



MEASUREMENT



BENCHMARK

MEASUREMENT IS JUST ONE PART

USE MANY METHODS TO AVOID A CYCLE OF JUST IMPROVING SCORES

TIMING IS IMPORTANT

PICK THE MEASUREMENT CYCLE TIME WELL

THE BUSINESS CASE

DISENGAGEMENT IS A BUSINESS RISK

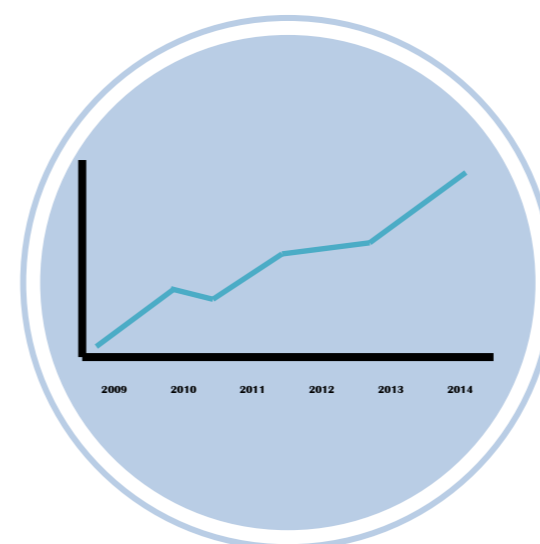
BUSINESS PERFORMANCE IS LINKED TO LEVELS OF ENGAGEMENT

YOU ARE CONSTANTLY BEING ASSESSED FOR AUTHENTICITY

WE LIVE IN THE WORLD OF THE NETWORKED EMPLOYEE



ACTION



EXECUTE

INTEGRATE WITH PERFORMANCE MANAGEMENT

IT'S STILL ALL ABOUT STRATEGY

KEEP THE CYCLE GOING

WITH DIALOGUE, ACTION, FEEDBACK

REMEMBER RELATIONSHIPS ARE KEY

ORGANSIATION, WORK, MANAGER, TEAM