

## 7 Ways to engage your employees in the next 30 days....

The problem with most employees who turn up to work 9 – 5 is that they are watching the clock and are not engaged.

In fact, Gallup research states that only 24% of employees are engaged in their work. They go on to say that 60% are disengaged, putting in the minimum effort required and 16% are actively disengaged. These people are actually working against the goals of the organization. In essence, 80% of the output from Australian organizations is being achieved by 20% of the workers!!

The actively disengaged employees can be quite toxic individuals who spread negativity and disengagement through your teams like a disease. Their impact may be seen in:

- A reduction in profits
- Poor customer services which leads to increased complaints
- Low individual productivity
- Negative influence on the productivity of wider teams
- Not representing your business or organization in a positive way
- Taking more sick leave
- Creating a negative environment which forces good employees to leave
- Creates conflict and makes life difficult for those around them

***“Companies with highly engaged workforces outperform their peers by 147% - Gallup”***

Here are **7 ways** that we suggest to our clients as effective ways to start **increasing employee engagement**:

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| 1. | Invite employees to a forum where your organizational leaders share what is happening in the business. Take the time to talk about the wins, the challenges and anything new that may be coming up. This is a great way for employees to stay informed about the organization and feel a part of it. |
| 2. | Provide a free weekly meditation class for employees to attend. If the time that is made available is during a lunch break, make sure the employees still get time to eat lunch.   |
| 3. | Put on a free sausage sizzle. It is an inexpensive way to provide back to the employees. It gets them away from their desks/work environment and mingling with other staff.  |

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| 4. | Profile a leader from the organization on the company intranet, in a company newsletter or an online interview. Focus on that leader as a person. For example, getting the leader to share about personal interests, hobbies, life outside of work and maybe some of the journey that got them to where they are currently. |
| 5. | Invite employees to engage in a fundraising event to support a charity within the community. There may even be a charity that an employee is aligned with. This is a great way of showing that the organization is concerned for others.  |
| 6. | Invite a guest speaker inhouse to provide a learning opportunity for staff. Include morning or afternoon tea for example – make it special and out of the ordinary.   |
| 7. | Facilitate a focus group that allows an opportunity for employees to provide feedback and share ideas.  |

It is important to keep in mind that employee engagement is not a one size fits all process. Each organization is different and people have their own individual perspectives, values and drivers that define what is important to them.

Other, more involved processes include:

- Making sure your managers are the right people to be in the role themselves?
- Are your employees the best fit for the role they are in?
- Conducting an employee engagement survey and then sharing the results, with clear objectives as to what will change in order to deliver improved outcomes

There are 8 drivers of engagement:

- Development
- Pay
- Authority
- Social
- Appreciation
- Communication
- Personal
- Work/Life Balance

When you include these drivers and get it right you will have reduced absenteeism and staff turnover. It is amazing how happy and more productive your teams will be which will have a positive impact on your bottom line!!

Imagine you had employees who wanted to be there every day and were your best advertisement!!

Yours in every success!!

Sue Mathieson

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