Engaging Employees

Employees who are engaged with their work, team, and the organization are much more likely to experience job satisfaction, which leads to higher retention and better work. There are many ways to engage employees, as with any list of suggestions, you must first learn what your employees would like and what will work within your organization's culture.

Engaging Employees in the Workplace

1. Make sure all managers and leaders are well trained and fully understand their position. Managers and leaders should model the behavior they expect from their employees. In the company it cannot be, "do as I say, not as I do". Each manager and leader must use proven tactics and methods to motivate and guide employees, creating a positive organizational culture. When working to motivate employees, start at the top and work your way down. Ensure all managers and leaders are strong, motivated, and positive. You cannot motivate employees if your leaders are not motivated.

2. Create a culture of transparency and accountability. When employees know what the plans and goals are, they are much more likely to work toward them.

3. Ensure information is never treated as a commodity. All employees should receive the same information at the same time.

4. Provide all necessary resources. Remove every block and obstacle to employees successfully completing their work.

5. Show appreciation and practice gratitude. Publicly thank your employees for their work and support. Make sure all positive recognition for a job well done goes to the employees.

6. Make happiness a priority. Happy employees are 12% more likely to be engaged and motivated. Provide rewards and incentives employees want.

7. Start as you mean to go. Do not work to set a best impression on their first day, rather start as you mean for every day to happen.

Employee Engagement when Remote Working

1. Provide a sense of belonging to each employee. This can be done through group emails, calls to check in, and regular video meetings. We all need to know we belong to something bigger than ourselves and that our contributions are important.

2. Clearly define goals and set clear expectations. Make sure every employee clearly understands what is expected and what the due date is.

3. Communicate on a regular basis. It is easy to lose track of time, to think you just spoke to someone when you are working from home. Make it a daily goal to check in with each employee.

4. If you suspect that there is a problem or issue of miscommunication be proactive. Because employees are working from home it is easy to overlook things you would address in the office.

5. Find ways for your team to collaborate effectively and efficiently. Make sure all needed information is available to all employees. This could be done using text, email, or a project management software.

6. Encourage employees to continuously reach out, to ask questions, and to be engaged in meetings.

7. Make communication fun. Set a theme to online meetings or ask employees to share their favorite work from home lunch.

8. Empower your employees. Make it easy for them to complete their work.

9. Encourage employees to share their knowledge with each other.

10. Ask employees to make daily learning a part of their workday from home. Encourage them to set learning goals and reward them when these are met.

11. Establish a clear work-from-home policy. Enforce healthy boundaries, encourage your employees to stop working at their normal quitting time.