

Employee Engagement Guide For Managers

Employee engagement is a key priority for businesses now. Without your people on board, your company will struggle to cope with the challenges and changes you face.

Managers need to be on the ground, interacting with employees, engaging in positive relationships, excellent communication and leading by example. They have the largest impact on employee engagement, a big responsibility that puts increased pressure on managers who are already stretched to capacity and competence.

This framework is an overview of where managers need to focus for the company to evolve and flourish in the future. Identifying where employees are now, enables managers to plan the actions needed to move forward with confidence. **Ask if your employees...**

FUTURE OUTLOOK	GROWTH & DEVELOPMENT	RECOGNITION & APPRECIATION	COMMUNICATION	FEEDBACK
<ol style="list-style-type: none"> 1. Have confidence in what the future of the company looks like 2. Trust the leaders to take the best course 3. Know how they fit in to the future 4. Understand why changes happen, the process & progress 5. Are enthusiastic about the mission of the company 	<ol style="list-style-type: none"> 1. Have clear development plans 2. Are able to use their strengths 3. Find their job interesting & challenging 4. Are able to shape their role & the future of the company 5. Have a performance management process that is fit for purpose (qualities, skills, strengths based) 	<ol style="list-style-type: none"> 1. Receive regular feedback about their contribution to the company 2. Are shown appreciation via a range of channels: personal & public 3. Feel their opinions & work are valued 4. Know that their team looks out for them 	<ol style="list-style-type: none"> 1. Know what is expected of them 2. Feel cared for & supported by their manager 3. Are coached to be their best 4. Are asked for advice, know mistakes are ok, are encouraged to be innovative 5. Experience scheduled & regular informal check-ins & collaboration opportunities 	<ol style="list-style-type: none"> 1. Are encouraged to provide feedback about their manager's role; what they would find helpful 2. Are regularly asked about engagement; what gets in the way/ could be better 3. See that feedback is followed up on

Now (Evidence?)

1.	1.	1.	1.	1.
2.	2.	2.	2.	2.
3.	3.	3.	3.	3.
4.	4.	4.	4.	4.
5.	5.	5.	5.	5.

Next Steps

1.	1.	1.	1.	1.
2.	2.	2.	2.	2.
3.	3.	3.	3.	3.
4.	4.	4.	4.	4.
5.	5.	5.	5.	5.

Success is in the detail. It's acknowledging whether you have enough accurate information about your reality before planning the next steps. Avoid assumptions. First priority is TO LISTEN at every opportunity to find out from your team what they really think and feel. And then use that to shape what happens next.