

WAYS TO KEEP EMPLOYEES ENGAGED



ATTRACTING AND RETAINING EMPLOYEES WILL CONTINUE TO BE TOP OF MIND FOR MANY BUSINESSES, LARGE OR SMALL. SOME EMPLOYEES WILL STAY ON MORE FOR THE WORK CONDITIONS THAN THE STIMULATION OF THE WORK.

Did you know that replacing an employee can cost between 50-60%?

- Communicate often and clearly** with short relevant messages that are informative and helpful. It is hard for people to buy into a direction they can't make sense of. Graphics and a positive attitude help. Remember the KISS rule: Keep it simple stupid!
- ZOOM, LIVE Happy Hours or "Around the Cooler."** Hold these once or twice a month with a format you prefer but remember, this is not a business meeting! It's a place where employees can bat around ideas. Make these brief, fun and engaging, adding an inspirational short informative pep talk, even with a guest, from time to time.
- Encourage participation in decisions and listen!** Everyone is more invested in plans that they had the chance to participate in developing. Provide weekly feedback forms where employees feel involved and listened to. Then make sure the feedback is followed up on. You will always have dissenters but it's best to let them voice their concerns earlier than later.
- Set goals with flexibility.** Help your team set goals, but let them figure out how to reach them! No one likes to be micromanaged. Make sure the larger mission of the organization is clearly stated for all involved.
- Activities and events that provide perks.** The best perks are ones that normally would not be accessible, such as sporting events or theme parks. This shows appreciation and can be used in team building and camaraderie among workers.
- Provide professional development** that will fit within their schedule and help them with life balance and personal productivity. Flexible programs for professional development that don't take employees away from families or require extra travel time will not only build up your team, but not burn them out with choices that take them away from their personal priorities. Covering the cost of that development would be another perk.
- Remote work opportunities.** After a year of shutdowns, many found they could also work remotely with even greater productivity. Set up a system so employees can still work remotely part of the time if they wish.
- Bonuses and wage evaluations.** Reward activities and mindsets that you want to encourage such as branding, service, productivity and clarity. Cost of living has gone up and most are feeling it. If you want to keep good workers, you want to pay them enough to keep them on board. Generous incentives to reach goals can be used in lieu of salary increases and contribute more directly to company growth.

HERO MOUNTAIN SUMMIT for INDIVIDUALS, TEAMS

