Employee Engagement

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Employee engagement is the level of commitment, passion and loyalty an employee has toward their work and their company.

It is about an employee being excited and energized about coming to work and being recognized as a valuable member of the team.
Go hand in hand.

Statistics show that a new employee will decide whether to stay or leave an employer within the first six months – making onboarding critical.

Continuing employee engagement is essential for maintaining a successful, productive workplace.
Creating a Culture of Engagement

- Don’t skip onboarding and training.
  - Ensure that employees understand their job responsibilities.
  - Make sure employees are comfortable asking questions, making suggestions, and voicing concerns.
  - Ensure supervisors listen, provide non-judgmental, helpful answers, and work with employees.
  - If more training is needed, provide it. Develop an employee training program and allow veteran employees to mentor and assist new employees.
Culture of Engagement

- **Set Company and Departmental Goals**
  - Make sure goals/missions are clearly relayed.
  - Explain how an employee’s role fits in with other positions in the company – and how all are vital to success.
  - Involve employees in reaching business goals.
  - Listen to employee ideas and input.
Culture of Engagement

- ACKNOWLEDGE EMPLOYEES
  - Employees quickly disengage when they feel invisible!
  - Develop a relationship of respect and understanding between employer and employee.
  - Acknowledgement is not just praise and recognition, it is also greeting a person when you walk by, saying please and thank you, and recognizing personal milestones.
Focus on Employee Development

- Salary and benefits are important, but 87% of millennials and 69% of non millennials view development as important in their jobs.
- Take every opportunity to develop an employee’s skills and challenge them to learn more.
- Add new duties to prevent boredom or offer a job rotation program/cross training so employees can perform different tasks.
- Educational assistance is another way to show employees that you value their career growth.
Don’t Micromanage

◦ Employees cannot engage if they do not have the freedom to do their jobs.
◦ Micromanaging is a morale killer.
◦ Employees should be encouraged to come up with their own ideas and bring those ideas to the table.
◦ Allow employees to develop ownership in their jobs.
Ideas for Employee Engagement

- Assign new employees a mentor.
- Department potlucks.
- Monthly birthday cake for all employees born in a given month.
- Companywide Webex gatherings to stay connected. Especially important during pandemic.
- Acknowledge employee milestones in company newsletter or weekly email.