



EMPLOYEE ENGAGEMENT: OBSTACLES AND PRACTICAL SOLUTIONS

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Overview

- **Why Care?**
- **Managers' Impact**
- **Obstacles and Solutions**



**Why Should
You Care?**

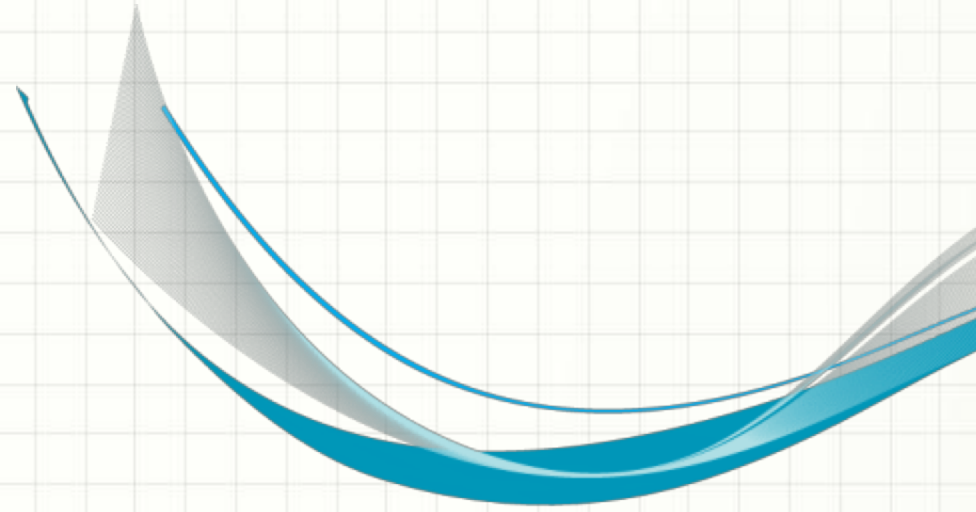
**Engaged Employees
will Make Your Life
a Lot Easier!!!**

Productivity, Profitability, and Customer Service

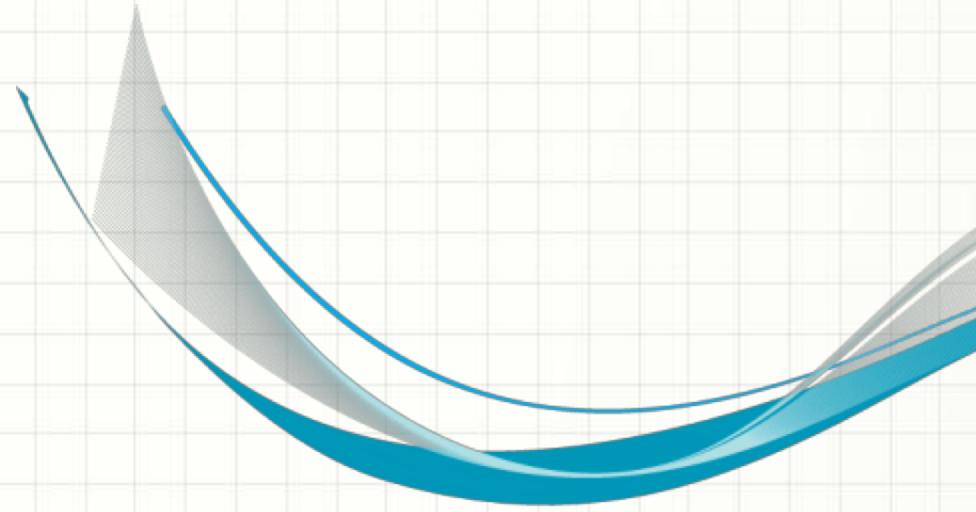


Absenteeism, Turnover, Accidents, and Product Defects

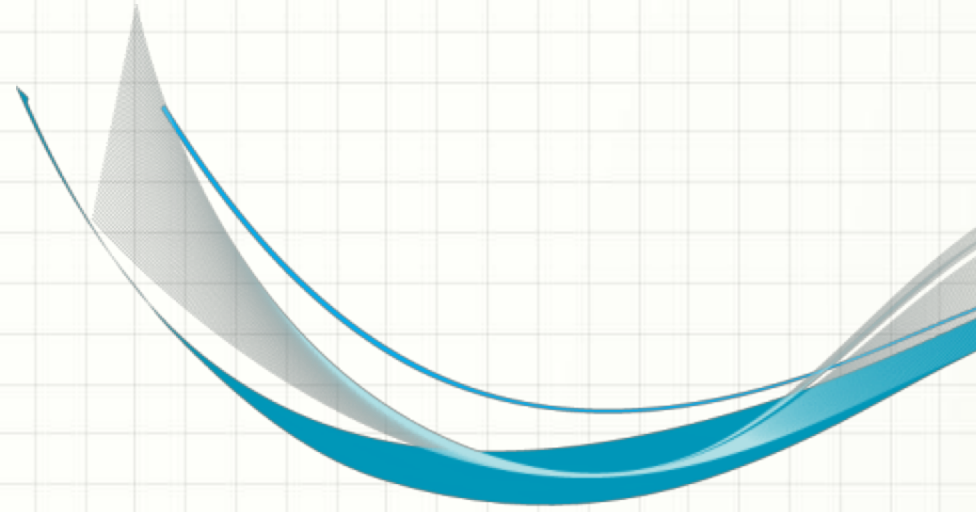




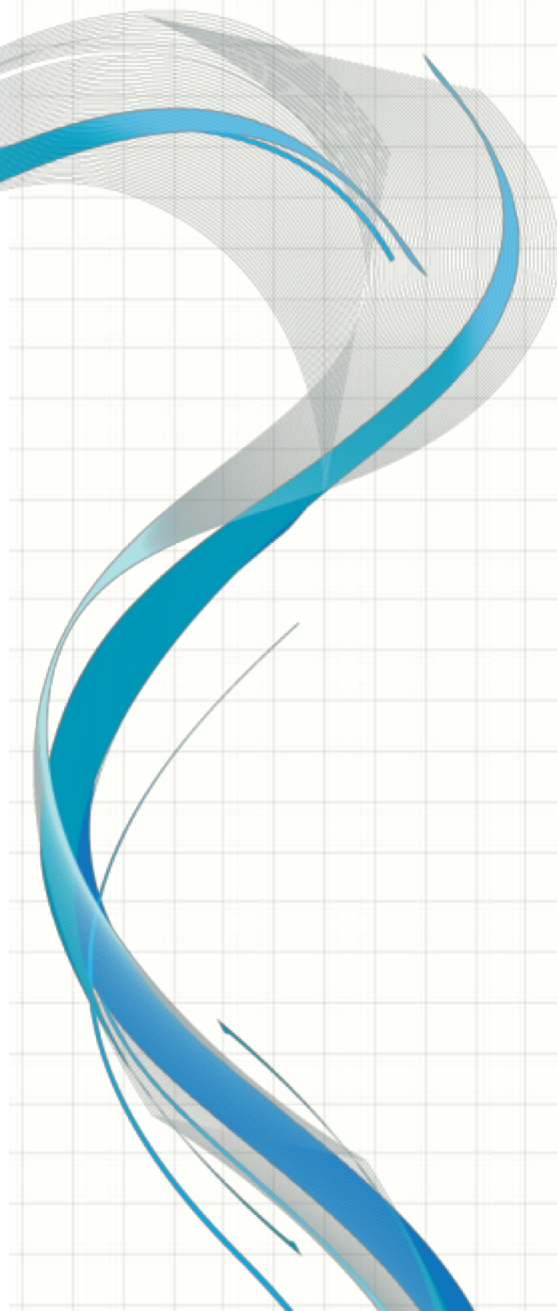
How Does “Engagement” Feel?



Engaged Behavior that **Drives** Results



Organizational Culture and Micro-Cultures

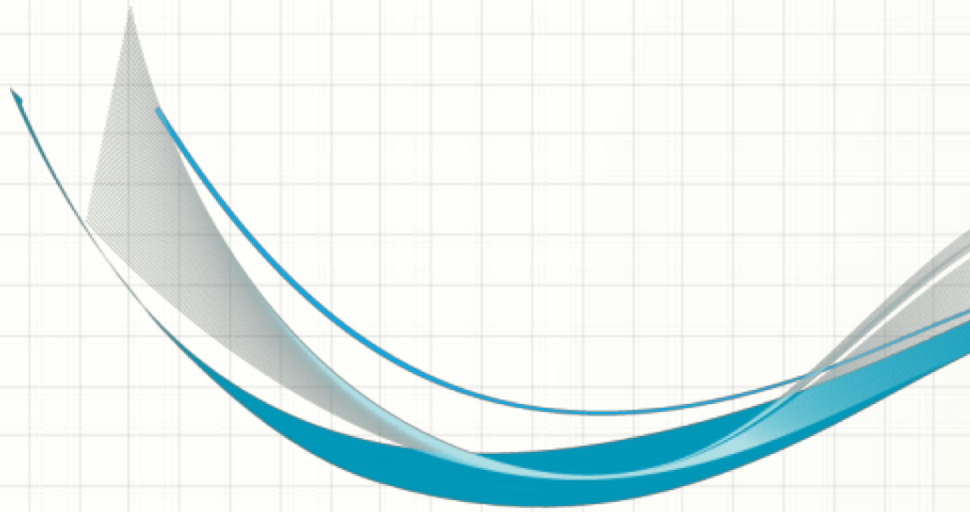


**Managers have
primary control
over whether their
employees are
engaged!!!**



Managers Create the Culture in Their Area of Responsibility by...

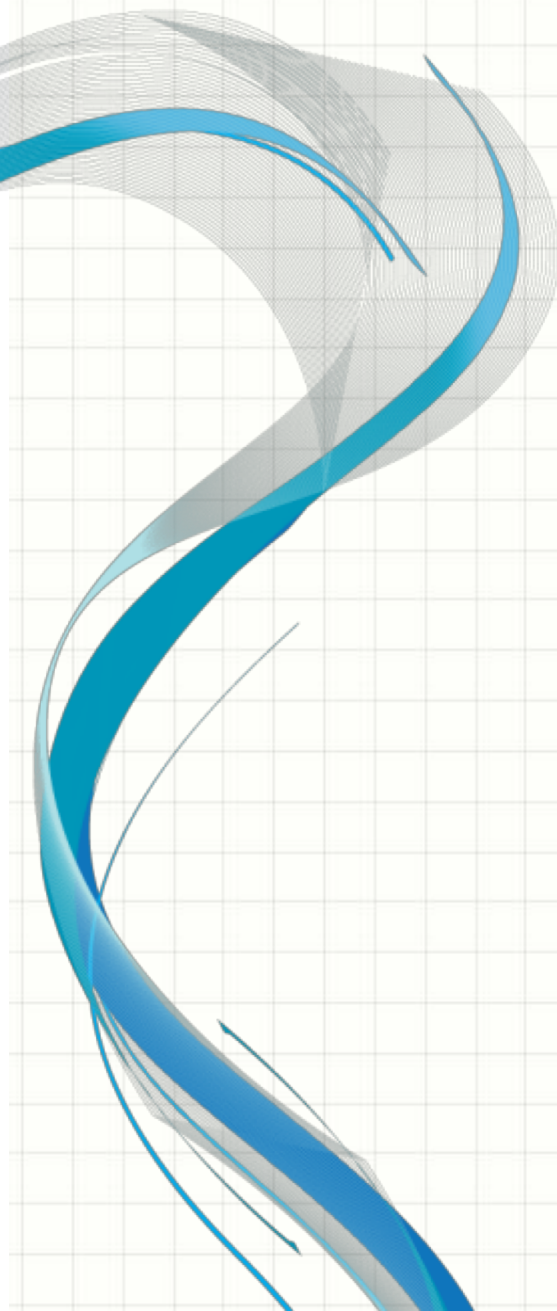
- What they **reward**
- What they **punish**
- What they **permit**



Essential Components for Employee Engagement

Trust and Managerial Relationships





Components of **Trust**

- **Competence**
- **Integrity**
- **Transparency**
- **Fairness**
- **Reliability**



Trust Obstacles

Leaders...

- Focus on goals at expense of staff
- Prioritize own career to detriment of staff
- Inconsistency between statements and behavior
- Favoritism in decisions



What are your Takeaways?



Relationship Obstacles

Leaders...

- Don't treat staff with respect
- Don't listen to staff
- Don't provide feedback
- Don't develop staff
- Don't believe they have time to spend with staff



What are your Takeaways?



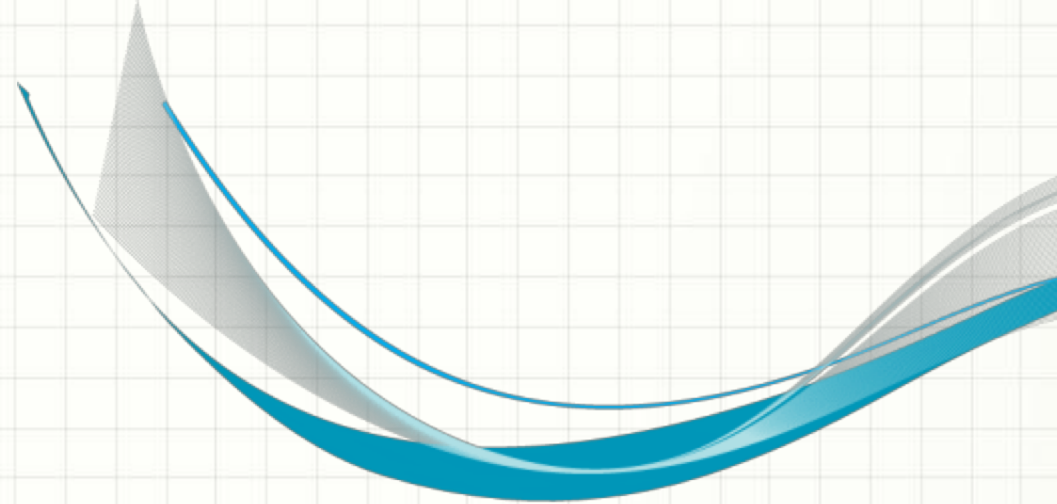
Takeaway

The hardest part of creating a culture of engagement is to make it a priority and keep it at the **forefront of your mind.**

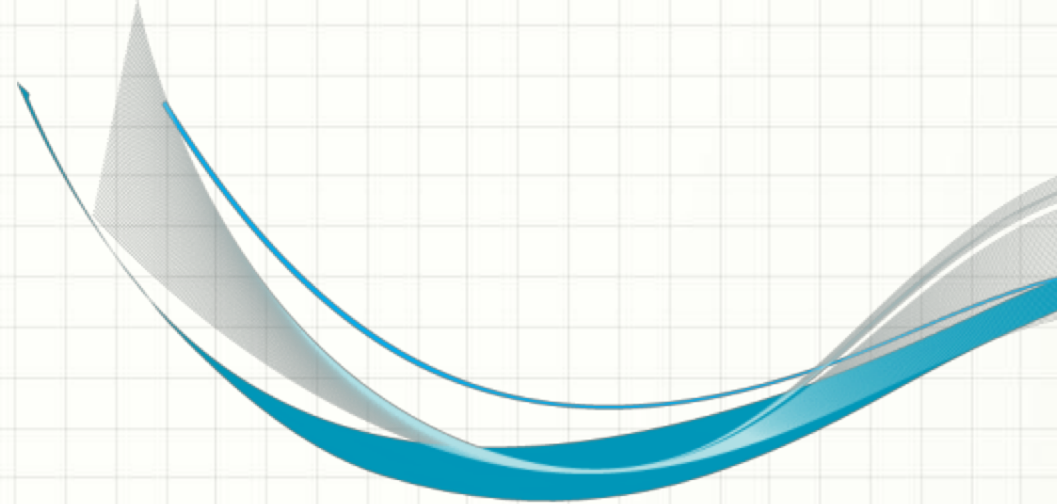


Conclusions

- Small changes in leadership behavior can pay major dividends in staff performance.
- You have the power to move the needle towards greater employee engagement.



Questions?



Thank You!!!



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