

Employee Engagement for Leaders

Drivers of Engagement:



RECOGNITION: Valuing and rewarding employee contributions.

CAREER GROWTH: Opportunities for learning and advancement.

WORK-LIFE BALANCE: Maintaining a healthy personal-work life mix.

OPEN COMMUNICATION: Clear, honest, two-way communication.

POSITIVE CULTURE: An inclusive, supportive work environment.

EMPLOYEE AUTONOMY: Freedom to make decisions in work.

Killers of Engagement:



MICROMANAGEMENT: Too much control over team tasks.

POOR LEADERSHIP: Ineffective or untrustworthy practices.

OVERLOAD: Excessive workload leading to stress and burnout.

LACK OF FEEDBACK: Not providing helpful performance feedback.

UNCLEAR GOALS: Employees are unsure of what's expected of them.

TOXIC BEHAVIOUR: Abusive attitudes or actions that harm the culture.

Action Plan for Leaders:

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| SET CLEAR GOALS: Define specific targets for each employee. | HOLD REGULAR CHECK-INS: Hold weekly one-on-one meetings for progress and feedback. | RECOGNIZE YOUR EMPLOYEES: Publicly acknowledge good work every month. | PROVIDE TRAINING OPPS: Offer monthly skill develop. workshops. |
| INVEST IN TEAM BUILDING: Organize monthly team activities. | GIVE FLEXIBLE WORK OPTIONS: Allow remote work or flexible hours. | OFFER HEALTH PROGRAMS: Start fitness or mental wellness initiatives. | GIVE TRANSPARENT UPDATES: Share regular, straightforward company news. |