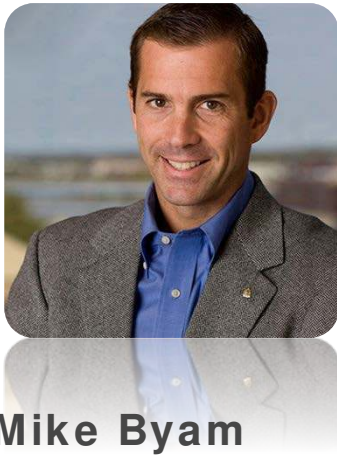


Sweat the Small Stuff: Smart Strategies to Engage Employees



Mike Byam
Managing Partner
Terryberry
616-458-1391
mbyam@terryberry.com



Lisa Ryan
Author & Founder
Grategy
216-225-8027
lisa@grategy.com

Sweat the Small Stuff: Smart Strategies to Engage Employees

Encourage authenticity



Share the details






Catch them doing
things well

Poll Question:

How do you recognize your employees' accomplishments?

- a. We have a formal program already set up
- b. We focus on catching our employees doing things right
- c. We actively encourage peer-to-peer recognition
- d. We have a long way to go



Let them take the lead

Let them know how they are doing





Endorse failure

Poll Question:

How does your company handle failure?

- a. We actively encourage employees to try new things
- b. Mistakes are fine, they're great learning tools
- c. Taking risks is too risky for us
- d. We avoid failure at all costs

Share the credit, Accept the blame



A woman with red hair in a ponytail, wearing a white blazer, is seen from the side, looking out a window. She is holding a black suitcase. The background shows a window with a view of a building and a staircase railing.

Have their back

A photograph of two graduates in yellow caps and gowns. The graduate in the foreground is a Black man, smiling broadly. The graduate in the background is a woman with dark, curly hair, also smiling. The text "Invest in their professional development" is overlaid in white on the upper part of the image.

Invest in their professional development

Poll Question:

How do you invest in your employees?

- a. We give each employee an amount they can use however they want
- b. We provide reimbursement for work-related courses
- c. We do training in-house
- d. We don't

Keep your promises



I appreciate YOU!
Thank you!

Let's Keep in Touch:

216-225-8027

www.grategy.com

Twitter: @grategy

Facebook: Lisaryan14





Activity ID:
308976

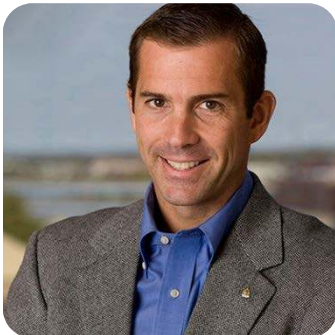


*WorldatWork Society of
Certified Professionals®*



Activity ID:
17-D0WJD

Q&A



Mike Byam
Managing Partner
Terryberry
616-458-1391
mbyam@terryberry.com



Lisa Ryan
Author & Founder
Grategy
216-225-8027
lisa@grategy.com

To learn about Terryberry's recognition programs & services, visit www.terryberry.com

To learn about Grategy's programs and services, visit www.grategy.com