

How to Build Employee Engagement

that Moves the Needle



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PRESENTER

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Employee Engagement

THE NEED

**One of the highest
priorities of HR
today is employee
engagement**



Increases morale
Higher productivity



Decreases turnover
Lowers absenteeism

Employee Engagement

WHAT IS IT?



Commitment



Enthusiasm



Involvement



Connection

Employee Engagement

THE CURRENT ENVIRONMENT



85% of leaders
say employee
**engagement is
a priority**



Employee
engagement in 2022
**declined to
a mere 32%**



Employee
disengagement is
**on the rise
at 18%**

Employee Engagement

PRIORITY MISMATCH

What managers
think is important to
improve engagement

Mind
The
Gap

Factors that are **actually**
important to employees
to improve engagement

Employee Engagement

HOW TO SET UP AN EFFECTIVE EMPLOYEE ENGAGEMENT STRATEGY

Three common priorities of employees

1. Connecting what employees do to what they care about
2. Making the work itself less stressful and more enjoyable
3. Rewarding employees

Employee Engagement

PRIORITY 1 - CONNECTING WHAT EMPLOYEES DO TO WHAT THEY CARE ABOUT

82%

Of employees believe it's
important their company has
a purpose

70%

Of employees say their
personal sense of purpose
is defined by their work

Employee Engagement

PRIORITY 2 - MAKE WORK LESS STRESSFUL AND MORE ENJOYABLE



Build a Mistakes Culture



Empower with Autonomy



Define Working Hours



Develop a Wellness Program

Employee Engagement

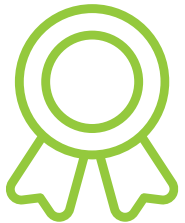
PRIORITY 3 - CREATE A CULTURE OF RECOGNITION



**Giving employees
extra time**



**Giving employees
a monetary bonus**



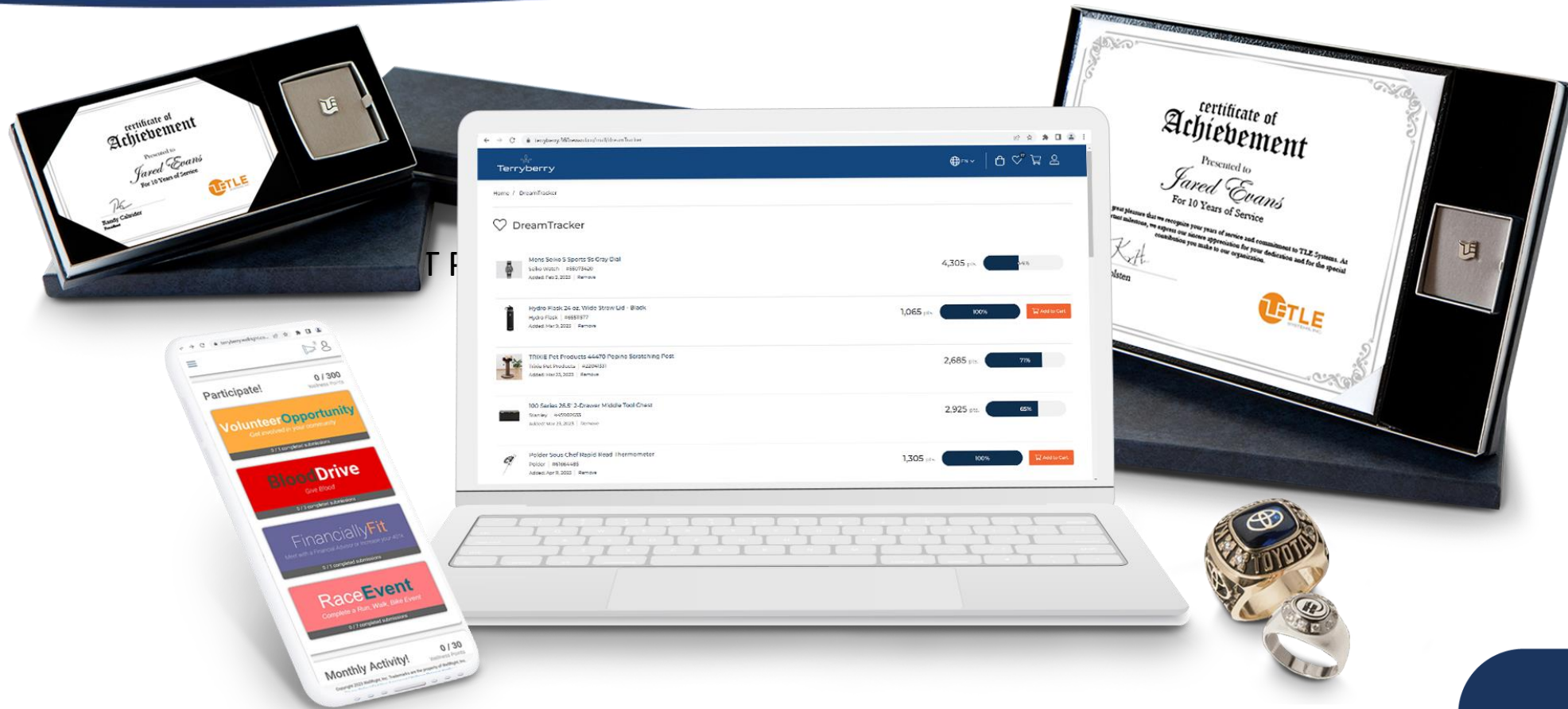
**Publicly recognize
employees**



**Implementing a social
recognition platform**

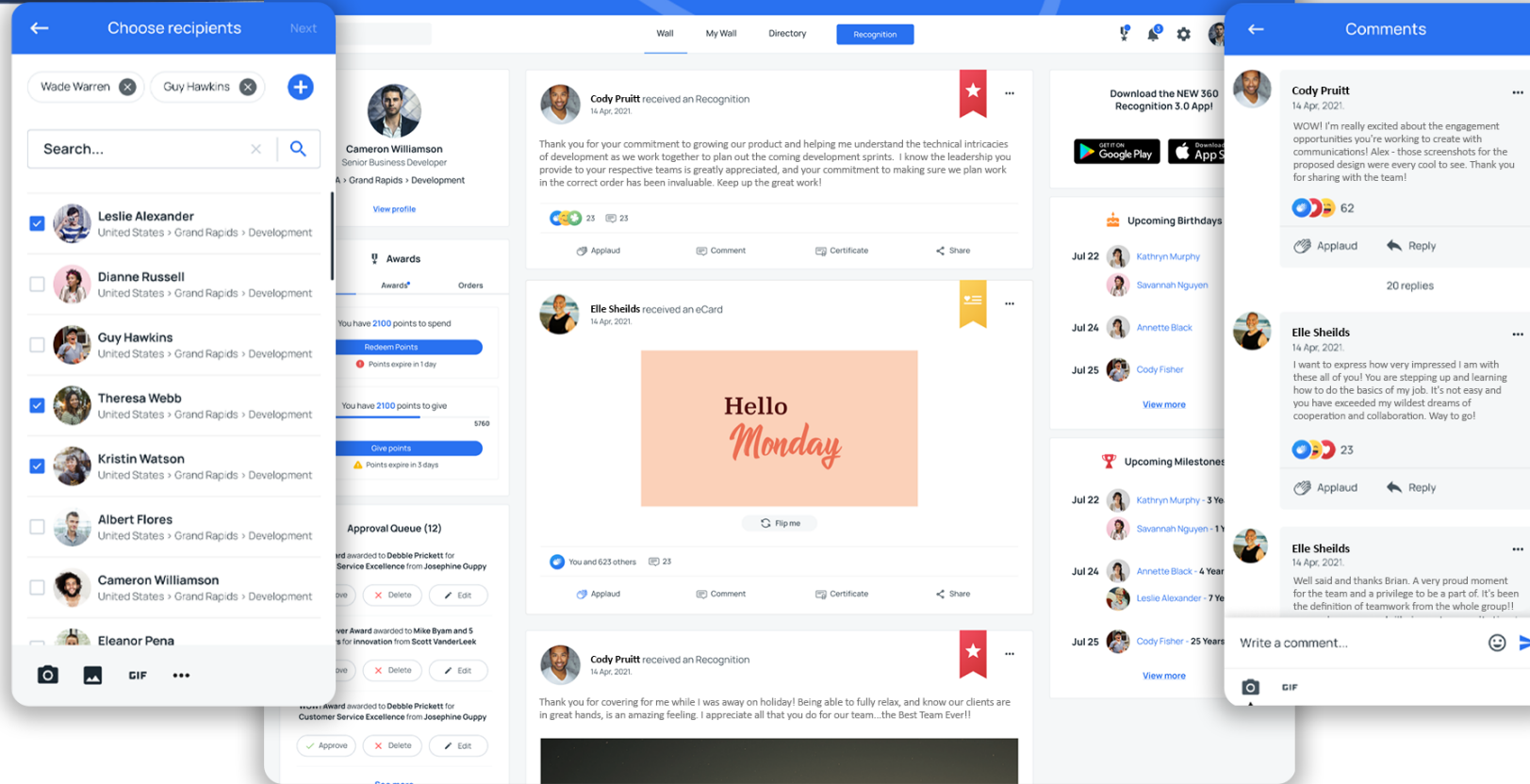
Employee Engagement

START BUILDING AN ENGAGED TEAM TODAY!



Employee Engagement

START BUILDING AN ENGAGED TEAM TODAY!



Questions?

Employee Engagement
The Answers

This program is pre-approved for
ONE HRCI Credit.



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HR Certification Institute's® (www.HRCI.org) official seal confirms that Terryberry meets the criteria for pre-approved recertification credit(s) for any of HRCI's eight credentials, including SPHR® and PHR®.

This program has been approved for 1 (HR (General)) recertification credit hour toward aPHR™, aPHRi™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ recertification through the HR Certification Institute.

Thank you!

