



## How you can improve employee engagement!



Now more than ever, employee engagement is seen as an essential ingredient for sustained organisational success. But as a manager, what can you do to develop productive working relationships and an environment where employees can make the best use of their skills and abilities? Our tips should give you some pointers.

1. Clear goals. Set clear expectations and objectives for employees so they know their role and responsibilities within the business.
2. Welcome and encourage ideas and contributions from employees, so they feel they have a voice and are listened to.
3. Encourage flexibility. Give employees the freedom to adjust their work schedules or location to better suit their needs.
4. Enhance career prospects and offer opportunities for personal development including, regular training to develop existing skills and learn new ones. Create a framework for promotion or career progression and get employees involved in key projects where they can achieve their career goals.
5. Recognition and reward. Employees are motivated by more than money. Saying a simple thank you or well done can go a long way. Also remembering to celebrate successes and give constructive feedback regularly will boost morale.
6. Get social. Help to foster closer connections to colleagues by getting together outside work for regular social gatherings. Also, if team meetings are online, try to have a social meeting once a week too.

**To find out how Red Clematis can help you to improve employee engagement, call Maggie on 07734 080073.**