

Employee Engagement

Defined as the degree to which employees are motivated by, passionate about and invested in their work.

- An engaged employee believes in the organization and wants to work to make it succeed.
- Engaged employees will boost your registry's productivity and retention.
- Engaged employees will go above and beyond when performing their job, while being efficient and more productive than an employee who isn't engaged.
- Not the same as job satisfaction.

Ideas on how to improve employee engagement:

1. Prioritize feedback and communication. Communicate a vision and expectations for your registry and establish two-way communication. Use employee feedback to make course corrections.
2. Engage management. Engaging middle management will influence everyone. Offer training to ensure they know how to encourage and engage their team.
3. Effective onboarding. Set up new employees for success. Explain the goals and values of the organization, so they can see their value to the mission.
4. Offer professional development opportunities.
5. Recognize top performers and achievements. Encourage frequent positive feedback.
6. Coordinate volunteer opportunities. Offer a Volunteer Day as a benefit (a day outside of your PTO policy where employees can take off to donate time to a cause they care about).
7. Allow employees to innovate within the workplace. Allow employees to work together on something outside of their day-to-day projects. This can lead to new ideas and processes.
8. Provide flexibility, such as flexible schedules and remote work.
9. Goal setting. Asking employees to set goals will focus their work. Keep goals SMART- specific, measurable, achievable, relevant and time-bound. Communicate the goals and provide feedback on progress. Adjust goals as needed.
10. Give employees autonomy and challenge. Don't micromanage employees. Give them the capacity and flexibility to make decisions and support their creative ideas.

Develop an action plan to implement these areas.

Links for further information:

<https://www.valamis.com/hub/employee-engagement>

<https://builtin.com/employee-engagement/how-to-improve-employee-engagement>

<https://builtin.com/employee-engagement>

<https://www.indeed.com/hire/resources/workforce-management>

<https://business.linkedin.com/talent-solutions/resources/talent-management>

<https://www.linkedin.com/business/talent/blog/employee-retention>

<https://www.humanresourcestoday.com/employee-engagement/>