

JASMINE GARTNER CONSULTING

Pragmatic Communication for Change

0790 355 2414

Employee Engagement *Quick Wins*

How to speak to your employees

Talk about Corporate Vision

- The company's short-term goals
- The company's long-term goals
- What success looks like to you

So that...

Your employee understands how their role contributes to achieving those goals. This gives them **purpose**.

Ask your employee:

- Do you understand what's expected of you?
- What are your personal goals (at work & outside)
- How will working here will help you achieve those goals?

Talk about Parameters

- Set daily, weekly, and monthly priorities and timelines
- Processes, rules etc that **can't** be influenced
- Processes, rules etc where you're open to their suggestions

So that...

Your employee understands what they can and can't influence.

This lets them know where they have **autonomy**.

Ask your employee:

- Do you have the tools/materials needed to do the role?
- What do you need so you can do your best every day?

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Have a Comms Strategy

- Handling difficult conversations
- Feedback processes
- KPIs for employee's role

Consider perks that are good for both your company and your employee:

- Courses, workshops, conferences that improve **relevant** skills
- Don't overlook the importance of giving encouragement and recognition for work well done

So that...

Your employee understands how well they're doing and where they need to improve.

This gives them a chance to **master** their role.

Ask your employee:

- Do you feel supported in your work?
- Do you feel like you've received praise?
- What relevant upskilling can we think about?
- Do you feel you've had the opportunity to learn and grow here?

Think about

- Talking to an HR company who can help with payroll processes, benefits, setting up contracts and legal issues
- An induction process and packet
- Looking at what the competition does in terms of benefits

Further resources

- Dan Pink's book **Drive**, to understand more about purpose, autonomy and mastery
- My book on employee engagement