



P3
PEOPLE
MANAGEMENT



EMPLOYEE ENGAGEMENT

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****Our 2019 Offer****

We are delighted to offer a 50% reduction on a company-wide Employee Engagement Report for businesses with more than 30 employees! Once the report has been completed we will present the feedback and recommend actions to boost your employee engagement levels.



All businesses, no matter what they produce or what service they offer, have a list of ingredients to make it successful. There's the marketing, understanding the needs of the customer, the finances, the recruitment, the strategies and lots more. But if you're missing the key ingredient, even the most well thought-out plans aren't going to be executed to the full – and that key ingredient is employee engagement. Success is built from people.

What employee engagement looks like from one organisation to another will be slightly different as it's not prescriptive. It is best described as a workforce who are aligned and share the company's core values and goals and who are motivated to contribute their efforts to help achieve these goals with an enhanced sense of their own wellbeing.

Companies who invest in their employee engagement enjoy lower absenteeism, increased staff retention, better sales, greater productivity and profitability.

This key ingredient can be split into four essential components:

1. Giving employees opportunities to voice their concerns
2. To not just speak about the core values but to live them, this will result in trust and integrity
3. Visionary leaders who value the contribution of their workforce
4. Management who empower not control

Here's what we'll cover:

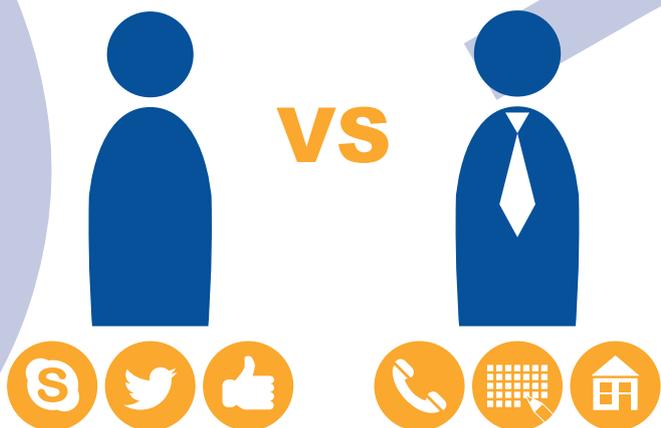
- Why employee engagement matters now : Boomers vs Millennials
- Communicating the 'why'
- Feeling valued
- Health and wellbeing
- Creating an ideal workspace
- Understanding everyone's roles
- Recognition and incentives
- Investing in your people
- Listen to your employees
- Measuring employee engagement

Why employee engagement matters now : Boomers vs Millennials

Millennials make up a large percentage of today's workforce, the first of this generation are now in their late thirties. This generation was brought up in a different world than the baby boomers – with technology and global knowledge at their fingertips they are so much more aware of their rights and what the competition is offering.

Baby boomers believed that a job was for life and it was a given that they would remain loyal even if that meant sacrificing their lifestyle – those who gave up the most would benefit from promotions and bonuses. When someone of this generation gained a position with a high-profile company they considered this to be a privilege.

With a different outlook and without the willingness to give up their lifestyles the ethically minded Millennials prompted changes to be made within the workplace.



Communicating the 'why'

When companies speak of the 'why' they are referring to their core values and purpose. All employees should be able to explain what they do and what the organisation they work for does, but quite often they cannot explain why the organisation exists or what its purpose is. It is this very disconnect that can be damaging to a business.

Employee engagement should not be confused with job satisfaction. Leaders must note that all engaged employees are happy but not all happy employees are engaged.

Ensure your workforce understand the 'why'. Your why could be helping people in the community, solving global problems or simply to help make the world a safer place. When employees understand the organisation's purpose in a meaningful way it creates an emotional connection which drives motivation and loyalty.



Feeling valued

Communication is king when it comes to employee engagement.

Workforces who are consistently kept up to date feel valued and included, this creates a strong emotional connection to the company's vision. Transparent communications build trust between employees and the leadership team.

Communication can come in many forms and depending on the message it can be via email, newsletter, messaging app, video, face to face one-on-one or through a large presentation hosted by the management team. Always consider all possible options before deciding on the best approach.



Internal communications are not just to broadcast information but should encourage two-way discussions. A smart employer listens to their employees and acts on their feedback.

Health and wellbeing

It has been proven that there is a strong connection between health and wellbeing initiatives and employee engagement.

Businesses who care about their employees' health and invest in their wellness see a boost to their bottom line. Health and wellbeing initiatives don't have to have a high price tag attached to them, in fact the initiatives which have more impact don't cost much to implement at all such as offering free fruit, increase your 'step count' competitions, bring your dog to work day, learn to cook healthy foods evenings or yoga classes set up in one of the offices over a lunchtime or after work.



An energised and healthy workforce will result in less days lost to illness related absenteeism, increase in staff retention and an improvement to overall job satisfaction and performance.

Creating an ideal workspace

One thing we know for sure is that every workspace will be different, but it should be one where the employees want to spend their time.

For a workspace to boost employee engagement companies must design spaces which have a positive impact. We all know that no two days are the same; there are times when we need to concentrate, times when we need to be creative and times when we need to collaborate. Providing quiet areas, spaces for private meetings and even brightly coloured rooms with plenty of natural light to boost creativity will empower your employees to work in a place to suit them best.



Don't forget that your workforce are social people, they like to interact with each other. If possible, set aside areas to reinforce these informal connections.

Understanding everyone's roles

The creation of a well-defined job description ensures that every employee understands exactly how their contribution is helping the organisation's purpose and objective.

Working as a team towards the same end result is highly motivating.



Recognition and incentives

With the naturally inquisitive nature of Millennials to check out the competition and today's transparent world where so much is shared on social media it bodes well to be a company with the winning edge.

Nothing motivates an employee more than being held in high esteem by their peers and their manager. The acknowledgement of exemplary performance is crucial, it's simply the right thing to do. Again, this doesn't have to cost the company anything, never underestimate the power of a simple thank you, a hand-written thank you note, or a name placed on an 'employee recognition wall'.



But, if you have the budget to celebrate successes, then there are so many options you can choose. By understanding your workforce, you should know what makes them tick. Now is your chance to show them that you not only appreciate them but actually know them as individuals too.

Investing in your people

Stop your talented workforce heading off to work for the competition and support them with their growth and development, both personally and professionally. Investing in your people is a smart decision.

Continual learning, retraining and developing new skills will ensure that your workforce is engaged and motivated to perform their role to the best of their ability. Feeling nurtured and invested in will result in loyal employees who are driven to support the future success of the business.



Knowing that development is important to the company, employees will also seek new ways to improve themselves and learn new skills. With this driven mindset they will become proactive in finding new, innovative and better ways to perform their tasks improving the processes and efficiencies of the organisation.

Listen to your employees

Listening to your workforce is a great investment and one that will pay dividends.

Employee engagement will differ from one organisation to the next, but its principles are universal. As demonstrated in this eBook, a carefully thought-out employee engagement strategy is multi-faceted. And each facet must meet the needs and demands of your unique workforce.

To ensure the success of your strategy you must provide effective communication channels allowing your employees to voice their concerns and aspirations.

You can consider:

- Regular surveys
- Focus groups
- Social media platforms
- One to one meetings
- Departmental meetings



Measuring individual employee engagement

To measure employee engagement and to sense check what really matters to your workforce, all your employees will need to complete an employee engagement survey. To significantly increase your level of employee engagement you must understand the passions, motivations, and expectations of every employee.

Here at P3PM we find that the traditional employee engagement surveys only measure group engagement issues and more often than not they ignore what really matters to the individual and incorrectly assume that only their managers are responsible for engagement.

Our approach to employee engagement surveys measures not only the group engagement but measures individual engagement too. Our process identifies and ranks the most important employee expectations and discovers if the individual perceives these expectations to be fulfilled. If the survey reveals that an individual believes that their important expectations have not been met, then there is a risk of disengagement which can result in a high level of staff turnover.

We assess their expectations on these essential dimensions:

- Development
- Remuneration
- Authority



- Social
- Appreciation
- Communications
- Personal
- Work Life Balance

Only by evaluating the Individual Employee Engagement Assessment can an organisation identify an individual's unique passions, motivations, expectations and the degree to which their expectations are currently being fulfilled.

We also consider engagement to be a shared responsibility between the employee and the organisation therefore it is important to understand the employee's behaviours in relation to their expectations. Utilising the data from our survey you can discover if an individual's behaviour supports or hinders their expectations which opens up the opportunity for an effective discussion and shared responsibility for engagement.

Through this enhanced level of understanding your organisation can strengthen its employment engagement strategies, gain total awareness of the factors which are important to each employee and place individuals in roles that are best suited to their skills and in alignment to their goals, interests and work preferences.

****Our 2019 Offer****

Contact us today to receive your discount on a company-wide Employee Engagement Survey with feedback and recommendations. The cost throughout 2019 is just £600 (usual cost is £1,200). By following our recommendations, you will improve the health and wellbeing of your workforce and experience an increase in productivity, lower absence levels, reduced number of leavers and a healthier bottom line (minimum headcount of 30 employees).

Call or email us on:

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