How to tell if your employees are engaged

... and what to do if they aren't

A Scout Talent Group webinar

















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Housekeeping

- Your microphones are on mute so we can't hear you, however we'd love your participation
- If you have any questions or comments, please type them into the GoToWebinar Action Pane on the right side of your screen
- The webinar recording and slides will be emailed afterwards
- We'll launch some Audience Polls throughout the session





Today's Agenda

- The best ways to measure employee engagement
- How to engage your employees through training and development
- How to use corporate wellness initiatives to boost engagement.







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POLL







Why is it important to measure engagement?

- "Engaged employees are those who are involved in, enthusiastic about and committed to their work and workplace" -Gallup
- Identify problems sooner rather than later
- If employees are your competitive advantage, you need to be aware of why they stay and why they may leave in the future

What should you do before you start to measure engagement?

- Understand your "Why"
- Test what works for your organisation
- Train managers and leaders
- Find a third party
 provider who can help
 you run the survey and
 advise on next steps







What to do after you have collected engagement data?

- Drill deeper
- Look for links between the data points and don't ignore what you "already know"
- Make a plan and communicate it with your teams
- Use your employee engagement data in recruitment #seepeoplefirst









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Top Tips

- Onboarding with selfdirected project of choice
- Structured time for passion projects e.g.
 "10% time"
- Individual & collaborative goal setting
- Connect individual, team and wider business goals to purpose

Learning and motivation



Create learning opportunities that encourage a sense of purpose and agency and help people to improve in their role or skills



Consider the entire employee lifecycle & journey



Top Tips

- Use technology to enhance collaboration and sharing of ideas from anywhere at anytime
- Make collaborative learning a regular,
- · on-going occurrence
- Incorporate peer to peer recognition & feedback
- Set tasks that will stretch
 & challenge your team

Collaboration & up-skilling

Collaborate: Working with others to produce something





Learning & engagement

Connect learning to purpose. What's in it for: Me? My team? Our business?

Link learning to what motivates people: Purpose/ Autonomy/ Mastery

Give people opportunities to be autonomous & take ownership for their learning

Provide opportunities for people to improve in their role and gain more skills

Incorporate collaboration, peer to peer recognition and feedback









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Increased energy

Engaged

Good mental health

Happier

Boosted immune system

Productive

Low stress

Fewer sick days

Focused

Medibank Private - The Health of Australia's Workforce

Great Places to Work - Workplace Wellness White paper

Forbes - 10 Timely Statistics about the Connection Between Employee Engagement and Wellness

ROI for Employee Health - White paper





POLL



Mindfulness



Wellbeing program

Nutritional advice

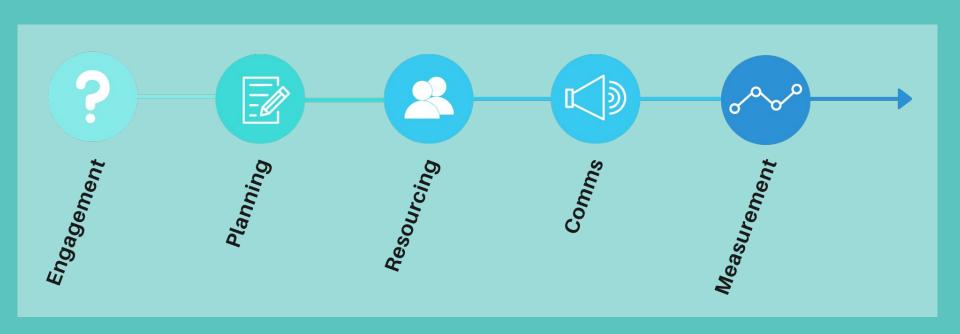




Network building











Recap





Q & A







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