

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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#seepeoplefirst

POLL

#seepeoplefirst

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

#seepeoplefirst



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 self-directed 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



Up-skill: Teach or learn additional skills



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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A man and a woman are sitting on the floor in a bright, modern office environment, practicing meditation. They are both smiling and looking towards each other. The woman is on the left, wearing a white top and light-colored pants. The man is on the right, wearing a white shirt and dark pants. The background shows office furniture, including a desk and a chair, and large windows letting in natural light.

Good mental health

Boosted immune system

Increased energy

Happier

Productive

Engaged

Focused

Low stress

Fewer sick days

[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



**Financial
advice**

Nutritional advice



**Wellbeing
program**



Exercise



**Network
building**



Engagement



Planning



Resourcing



Comms



Measurement

Recap

Q & A

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