



How Engaged Are Your Employees?

Engaged employees generate 33% higher profits, operate at 50% higher productivity, and score 56% higher in creating customer loyalty.

The economy has greatly impacted the way your employees view their jobs. Though we think employees may be just happy to have a job, studies show that two thirds of the current workforce is not engaged and half of the disengaged employees have no plans to leave or aren't even looking.

So what is this doing to your productivity or to help your company realize profits? 3/4 of layoff survivors say their own productivity is declining and customer service has worsened. With the changes in our economy over the past few years it is critical that you and your managers recognize signs of disengagement and learn new skills in managing employees.

Spend a few moments and take our quiz to see where you stand. The answers may surprise you.

Employee Engagement Quiz

1. Do people come to work enthused with fresh and innovative ideas that can improve the organization? **Yes / No**
2. Are people crystal clear about what is expected of them at work? **Yes / No**
3. Do your supervisors recognize the early signs of employee disengagement? **Yes / No**
4. Do your managers know what really drives employee engagement? **Yes / No**
5. In terms of managing talent, do your managers know how to increase employee commitment and motivation? **Yes / No**
6. Have you implemented a communication plan to share both positive and challenging updates? **Yes / No**

If you answered NO two or more times, improving your organization's understanding of how to engage employees can make a huge impact on your goals, productivity and profit.

Engaged employees are involved, motivated and enthusiastic about their work. They work with passion and feel a strong attachment to their company. One of the ways to

engage employees is to provide clear job duties, roles, goals and expectations at work. Involving the employee and having them create their own "unique value proposition", (or what they specifically add to the organization), can motivate them and create a clear direction and sense of purpose. Good relationships between employees and immediate supervisors are, far and away seen as the most important driver of employee engagement.

It is also important to recognize the signs of disengagement. Disengaged employees exhibit a lack of motivation and disconnection from the workplace. You may see them just going through the motions and contributing less than others or less than they have in the past. **What drives engagement are career development opportunities, challenging work and the opportunity to work with great people (especially their boss).** Recent studies show that people want to be recognized for work well done, to feel they have a sense of autonomy, that they make a difference, and they definitely want to feel that someone is there to work with them as coach, mentor and partner.

Simple and Effective Solutions

Learning how to increase commitment and motivate employees is a key skill for today's managers. Increasing communication to share both positive and challenging updates is key to engagement. Workers who give their managers high scores for approachability, candor and visibility are 72% less likely to report a decrease in productivity.

We suggest...

- The Engaged Workforce Solution - Reenergizing Your Employees How To Keep Employees Motivated In Times Of Change

The series will provide managers with new tools and techniques to engage and manage their employees bringing them to a higher level of productivity and higher level of morale. Managers will be certified after successfully completing 3 of the following customized workshops:

- Responsibility of a People Manager in the New Workforce
- Engaging People for Peak Performance
- Crafting Your People Strategy
- Love Em or Lose Em: A Retention and Engagement Workshop
- Engaging A Changing Workforce: New Game - New Rules-New Roles
- Innovate and Collaborate
- Leading with Emotional Intelligence
- Managing a Virtual team
- Building Teams for Powerful Results

Each of these ½ day training sessions is designed to engage managers by teaching them skills and techniques to manage a changing workforce. The world is changing and in order to be successful, we must adapt and stay ahead of the curve. The Engaged Workforce Solution will do just that.

Please email or give me a call for more details on the benefits that each of the workshops in the Engaged Workforce Solution has to offer.

Best regards,

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The Personnel Perspective is the North Bay's leading management consulting firm with expertise in strategic Human Resources, Leadership and Management Training, Executive Search and Recruitment.