

# 3 WAYS TO UNLOCK ENGAGEMENT

**1. Understand  
Individual Motivators**



**2. Develop Your  
People**



**3. Praise Effort,  
Reward Results**

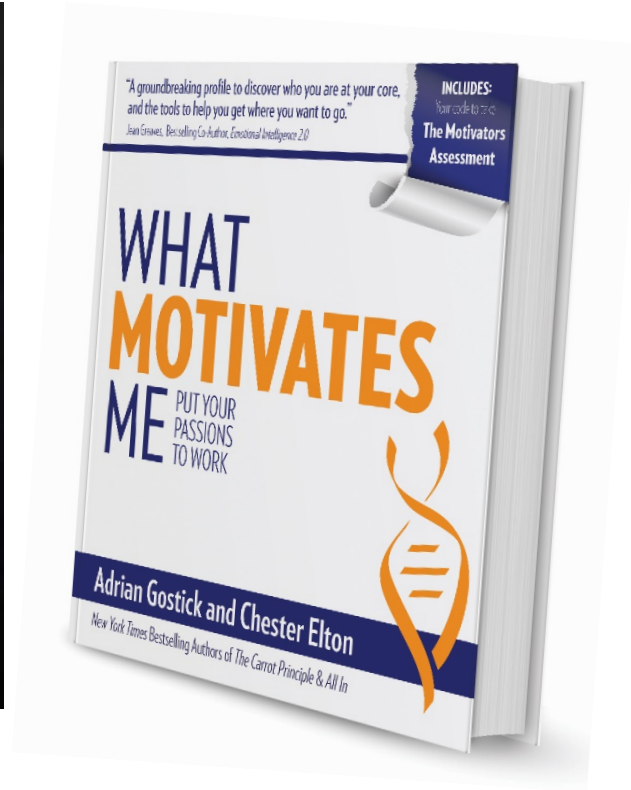


# Those Most Engaged at Work

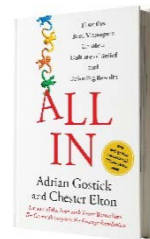
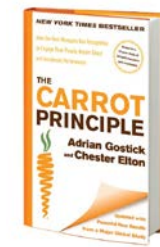
**150% more  
likely to have  
happier life  
overall**



University of California, Professor Sonya Lyubomirsky



**Thank You!**



# Agenda

- Overview of What Motivates Me™ Training
- Employee Engagement and Meetings
- Some Additional Ideas for Employee Engagement
- Discussion

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# Engaging Employees

- Conduct “stay interviews” to learn why employees want to continue working for you—why they want to stay in their positions
- Engage in management by walking around
- Lunch and learns—bring managers together to share best practices
- Use Survey Monkey to poll employees and get feedback on types of communication tools they prefer

# Engaging Employees

- Hold *Ask Me Anything* sessions with leadership where employees ask unscripted work-related questions in real time
- Personalized thank you emails and notes from leadership to employees (some organizations have had specialized notecards made up for their leadership to send hand-written notes)
- Use outside of every manager's/executive's door to post their personal priorities and office objectives

# Engaging Employees

- Regularly scheduled messages from leadership through email with updates to staff
- Regularly scheduled town hall meetings
- Video series that highlights projects within LOB/SO – tell a story, highlight successes, explore challenges, etc.
- LOB/SO newsletters – including sections that highlight projects requiring cross-organizational collaboration
- Leadership blogs



# Engaging Employees

- Open houses
- Road shows with leadership
- “True Stories...” series highlighting leaders who are doing great things with employee engagement and leadership
- Hosting speakers from other agencies that have robust employee engagement programs (ie NASA, Labor, etc.)

# Engaging Employees

- Encouraging leadership to engage employees actively through IdeaHub
- Personal priorities videos from leadership
- Gamify employee engagement for leaders by creating a series of electronic/online 'badges' to recognize leaders/employees who complete specific engagement activities

# Engaging Employees

- Enforce the 2.5% mantra for executives and managers (ie. you should be able to dedicate at least 2.5% of your time per week – or 1 hour - specifically to employee engagement activities) as a starting point

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