

4 activities to **ENGAGE** employees

Keeping employees engaged is the key to maximizing productivity and profitability.

Follow these steps to inspire and motivate your employees to perform their best.



Create new jobs and career paths.

- Identify new roles needed as your organization grows.
- Create compelling career paths and refresh job roles.
- Communicate advancement opportunities.



Develop your leaders.

- Create leader self-awareness.
- Meet others' needs.
- Give performance feedback within business context.



Create high-performing teams.

- Consider each team as a mini organization.
- Create awareness of team members' similarities and differences.
- Create flexibility and the ability to adapt to change.



Reinforce your culture.

- Communicate your cultural norms often.
- Take action to address conflicting behaviors.
- Encourage employee recognition of culture champions.
- Reward desired behaviors to reinforce the culture you want.