EMPLOYEE ENGAGEMENT

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Employee engagement...

- What
- Why
- How
OPENING ACTIVITY

Think about an activity, event, or time in your life in which you were highly engaged. What was it like to be engaged?

- In pairs: Speaker, Listener
- Speaker: Describe what it was like to be engaged.
- Listener: Listen carefully for understanding.
WHAT IS EMPLOYEE ENGAGEMENT?

- Turn to your neighbors and consider this question. Be ready to share **2-3 examples** of employee engagement to the large group.
WHY IS EMPLOYEE ENGAGEMENT IMPORTANT?

- Turn to your neighbors and consider this question. Be ready to share 2-3 reasons to the large group.
HOW TO PROMOTE EMPLOYEE ENGAGEMENT? BUT FIRST...

- Turn to your neighbors and consider this: What should we **NOT** do? What are things that organizations and leaders may (unintentionally) do or say that disengages employees?
Turn to your neighbors again and consider this question. Be ready to share 2-3 strategies for promoting employee engagement to the large group.
**Organizational:**

- Employee Engagement Committee
- Rounding
- Recognition
- Retreats
- Dashboard measures
- Survey
NC HC EMPLOYEE ENGAGEMENT SURVEY

2017 Results
- 49.2%
- 24.5%
- 15.3%
- 11%

73.7%

2018 Results (N = 524)
- 65.8%
- 17.2%
- 11.1%
- 5.9%

83%
NC HC STRATEGIES FOR PROMOTING EMPLOYEE ENGAGEMENT

Organizational:
- Employee Engagement Committee
- Rounding
- Recognition
- Retreats
- Dashboard measures
- Survey

Interpersonal:
- Learning EBP
- Performance-based feedback
- Coaching
- Collaboration
- Careful listening, support
CLOSING ACTIVITY

- What is one thing you learned about employee engagement?
- #1 reason you should continue to improve employee engagement?