

EMPLOYEE ENGAGEMENT

Michelle Gleason MSW, LCSW

North Central Health Care

Wausau, WI

PRESENTATION OUTLINE

Employee engagement...

- ▶ What
 - ▶ Why
 - ▶ How
- 
- A decorative graphic consisting of several parallel white lines of varying lengths, slanted upwards from left to right, located in the bottom right corner of the slide.

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.
- 
- A decorative graphic consisting of several parallel white lines of varying lengths, slanted diagonally from the bottom right towards the top right, set against a dark blue background.

WHY IS EMPLOYEE ENGAGEMENT IMPORTANT?

- ▶ Turn to your neighbors and consider this question. Be ready to share **2-3 reasons** to the large group.
- 
- A decorative graphic consisting of several parallel white lines of varying lengths, slanted upwards from left to right, located in the bottom right corner of the slide.

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?

HOW TO PROMOTE EMPLOYEE ENGAGEMENT?

- ▶ Turn to your neighbors again and consider this question. Be ready to share **2-3 strategies** for promoting employee engagement to the large group.
- 
- A decorative graphic consisting of several parallel white lines of varying lengths, slanted diagonally from the bottom right towards the top right, set against the blue background.

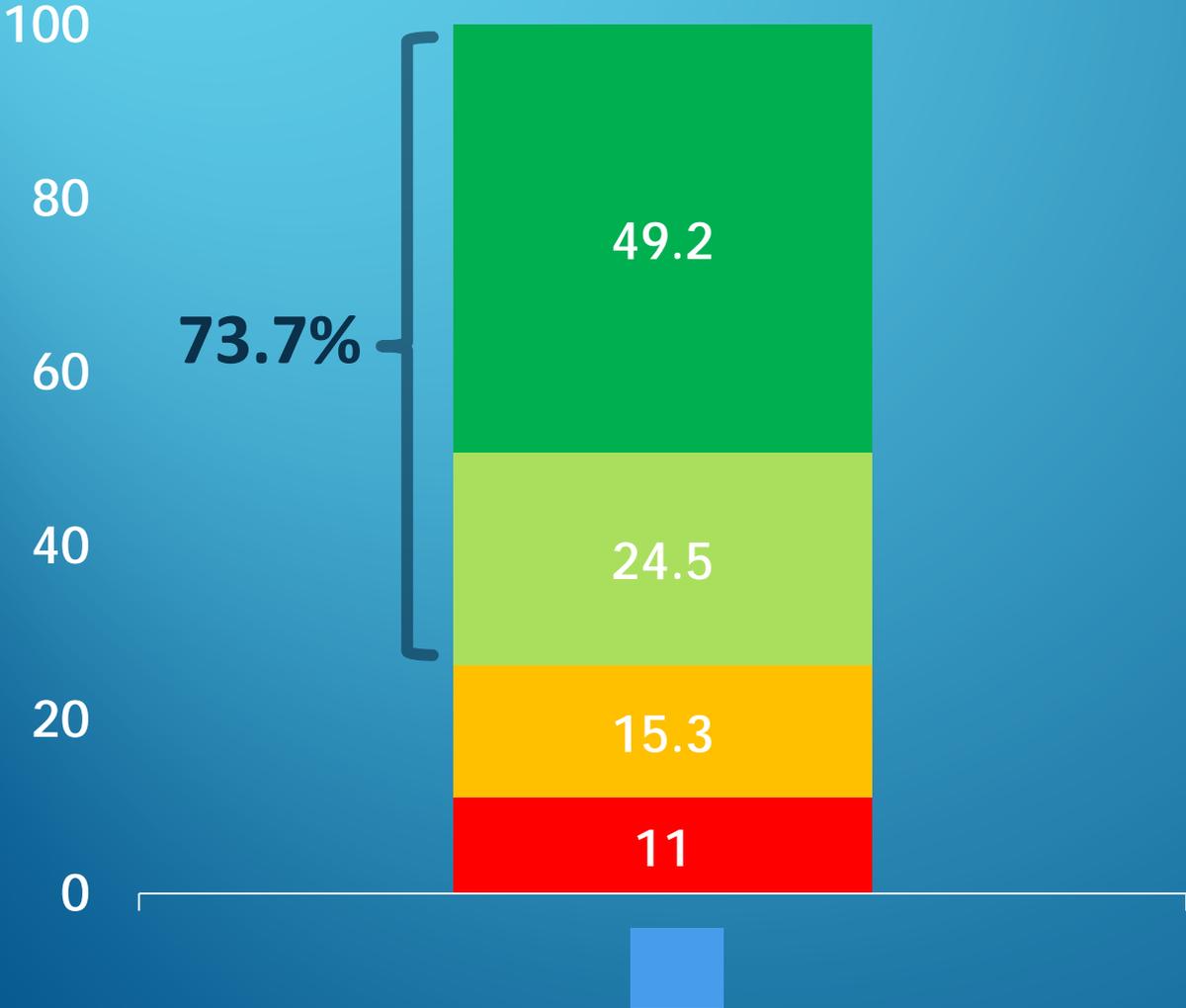
NCHC STRATEGIES FOR PROMOTING EMPLOYEE ENGAGEMENT

Organizational:

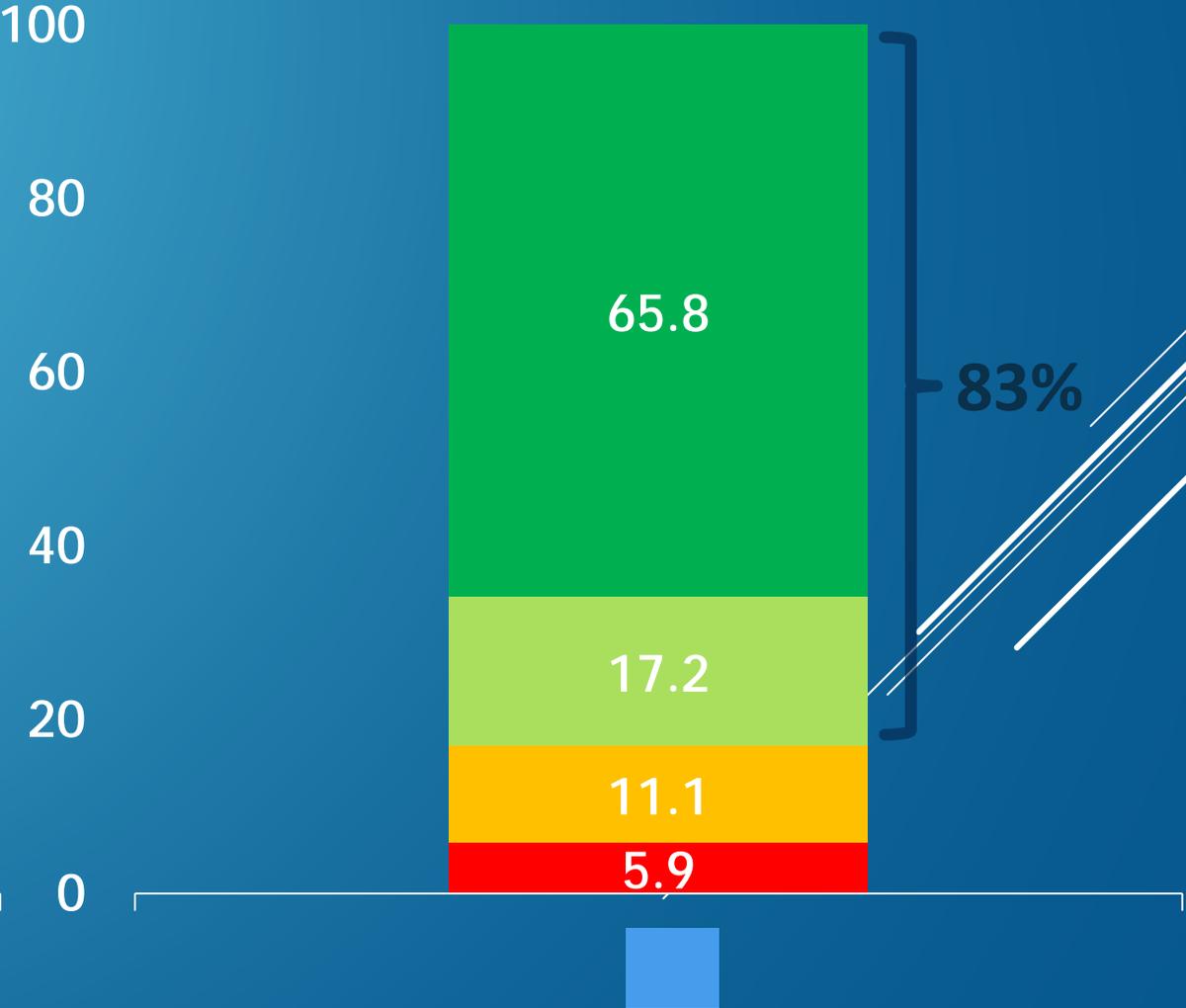
- Employee Engagement Committee
 - Rounding
 - Recognition
 - Retreats
 - Dashboard measures
 - Survey
- 

NCHC EMPLOYEE ENGAGEMENT SURVEY

2017 Results



2018 Results (N = 524)



NCHC 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?
- 
- A decorative graphic consisting of several parallel white lines of varying lengths, slanted upwards from left to right, located in the bottom right corner of the slide.