



EMPLOYEE ENGAGEMENT IDEAS

Sharing with you a variety of ways to
bring employee engagement to your
organisation

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EMPLOYEE ENGAGEMENT WITHIN ORGANISATIONS

The level of engagement of employees can have a huge effect on a number of areas within a business including **productivity levels, absenteeism and turn over**. If you have noticed change in these areas of your business and have concerns you may need to **consider how engaged your employees are**.

You may have changed how you work within your organisation and operate with home working only, office working only, or a mixture of the two, so its important that everyone still feels part of the team and that you find engaging ways to bring people together.

There are many ways in which you can **improve and enhance engagement** levels within organisations and the good news is that a lot of them are quite easy to do!

Below are **16 ideas of how you could help increase staff engagement levels within the workplace** - Be sure when you are considering what should be implemented that they are relevant to your organisation and are also able to be maintained, and you will find that over time they will become **part of your organisational culture**.

Engagement Ideas

1. Mission, Visions and Values

Ensure your employees know the organisations mission, vision and values and how they fit into them, and remind them of these as well. This can help them to understand their job purpose and the impact it has on the organisation.

2. Assign a Buddy

For new starters joining a company it can feel quite overwhelming. By assigning them with a buddy will give them someone they can connect with and help embed them into the organisation and its way of working more quickly. This will help them build relationships more quickly.

3. Employee Voice

Give your employee's a voice and let them be heard. They can help feed into the future of the organisation with playing a part in relevant discussions and decision making.

You can introduce Employee Voice is several ways such as creating an Employee Forum, appointing Engagement Champions, and holding Employee focus groups.

By having this embedded route of communication within the workplace will help employees feel able to share their thoughts and that they are making a difference.

4. Employee Appreciation and Recognition

Encourage your employees to acknowledge and share when a colleague has done a great job. You could create a Kudos board that is visible to everyone so they can see who and why people have been praised. Line manager to team member recognition and peer to peer recognition is a great way to boost engagement and everyone should play a part in contributing.

5. Employee of the Month/Quarter/Year

Ask employees to vote for their peers who they felt have best demonstrated how they met a particular value or behaviour within the company. You could do this each month or quarter or yearly and the person who best represented that value can be acknowledged throughout the company and can help share good working practices.

6. Encourage Learning and Development

Support and encourage employees to learn and develop their skills. It not only shows that you are investing in them it will also help them to carry out their role more efficiently and increase their motivation and commitment to you.

7. Employee Ideas Scheme

Encourage employees to share their ideas on improvements they feel could be made to the organisation and enable them to play a part in bringing them to life if they are viable. Give recognition for ideas and it may encourage others to share their ideas too.

8. Monthly Events/Challenges

Introducing monthly events or challenges throughout the organisation that employees can get involved with is great to keep the conversations going and employees interacting across the organisation. From miles and steps challenges, to baking and craft events you can mix things up each month and do different themes to tie in with Christmas, Easter, Halloween etc as well.

9. Celebrate People

Celebrating with employees gives a sense of belonging and there are plenty of ways to do this within an organisation. From welcoming new starters, acknowledging birthdays, promotions, and long service awards to name a few. By recognising these important milestones help to show employees that they matter.

10. Annual Events

With new ways of working being introduced having at least 1 companywide annual event each year will bring people together within the organisation.

This could be work related or non-work related or a mixture of the two. For example, an annual staff conference or summer BBQ with focus on the business achievements over the year and recognising individual and team involvement in making it happen.

These events can provide the organisation a way of saying 'thank you' and/or 'well done' to all its employees and the contributions they have made. It could also provide a way of communicating key information about the focus on for the next 12 months and how everyone will play a part in making it successful.

11. Wellbeing Days

There is a strong link between employee engagement and employee wellbeing. By investing in your employee's wellbeing shows that you care and will also help them perform better within the work place and feel more engaged in what they are doing.

You could organise employee wellbeing days or awareness sessions which focus on trends relating to your organisations sickness absences or that link it with National Awareness days such as Mental Health Awareness, or a mixture of them both.

12. Charity of the Year

Ask employees to suggest charitable organisations that could become your Charity of the Year and ask your employees to vote on which one they feel the company should support. The one with the most votes wins and becomes your Charity of the Year.

As a company you can come up with ways of raising money for a charity of the year, e.g. dress down days, cake sales and ask employees to make donations. Be sure to contact the charity and let them know what you are doing for them, it may be that there are other ways you and your employees can get involved to support them and give something back.

13. Volunteering

Introduce a volunteering policy and encourage your employees to volunteer for a cause they support or link it to your charity of the year if you have one. Enable them to take a set number of days or hours each year to give something back.

14. Takes Photos

Take photos and capture the memories of events that can be looked back upon over time. These can be work successes and achievements as well as humorous office/home office antics photos too.

These can then be looked back on at company events and will help to give a sense of recognition and employee value.

15. Get Social

You could start a social group who are responsible for organising social events for employees. These could be sports events, shopping trips, quiz nights, the list is endless, and you could also have some events that are for their families to attend too. By doing so it will help to strengthen relationships within the workplace.

16. Build long-term engagement

Develop a long-term employee engagement strategy which will help embed this into your company culture.

Contact Us

If you would like to find out how BroadHR can help your organisation, please get in touch



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