

DRIVERS OF ENGAGEMENT

ENGAGEMENT =
Energized Employees
+ “Stay” Intentions

Team Drivers of Engagement



Basic Needs

To be effective, employees’ basic needs must be met, including sufficient training, access to needed materials and equipment, and work/life balance.



Supportive Environment

To be engaged, workers must see that their organization fosters positivity through things like the kindness of coworkers and value placed on diversity.



Autonomy & Respect

To be supported, employees must feel their voice matters and that the organization treats them fairly by respecting and valuing their opinions.



Talent Development

To grow and maintain adaptable engagement, employees must feel the organization utilizes fair and transparent processes for performance evaluations and crafts deliberate career paths.

Organizational Drivers of Engagement



Strategy Alignment

Organizations with high levels of strategic alignment are better positioned to meet employees’ basic needs and to develop talent. For example, by aligning the organization around specific objectives and priorities, organizations are better able to organize resourcing for materials and equipment that support priorities. By reducing or discontinuing efforts that do not support priorities, organizations are better able to manage employees’ workload and provide improved work/life balance. Finally, organizations with clear long-term goals are able to identify employee competencies necessary to achieve those organizational goals, and be deliberate and explicit in crafting performance management systems and career paths that align with the overall direction of the organization.



Empowerment

In order for employees to operate with autonomy, they must be empowered to execute and to make decisions as appropriate for their role. Organizations are able to responsibly empower their employees once they have established strategic alignment, designated which teams and employees are responsible and accountable for which decisions, and established guidelines for when information and decisions do need to be escalated to supervisors.



Communication

By emphasizing the importance of “radical transparency” within an organization, leaders can help reduce common organizational pitfalls such as tribalism, territorialism, and ill-will stemming from a lack of communication between teams who impact one another. A thoughtfully designed operating rhythm can also be utilized to highlight under-leveraged voices within an organization, as well as promote community-building within a remote environment.