

7 Best Practices to Boost Employee Engagement

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October 17, 2014

REFRAMING ENGAGEMENT

**Task
Excellence**



**Relationship
Excellence**

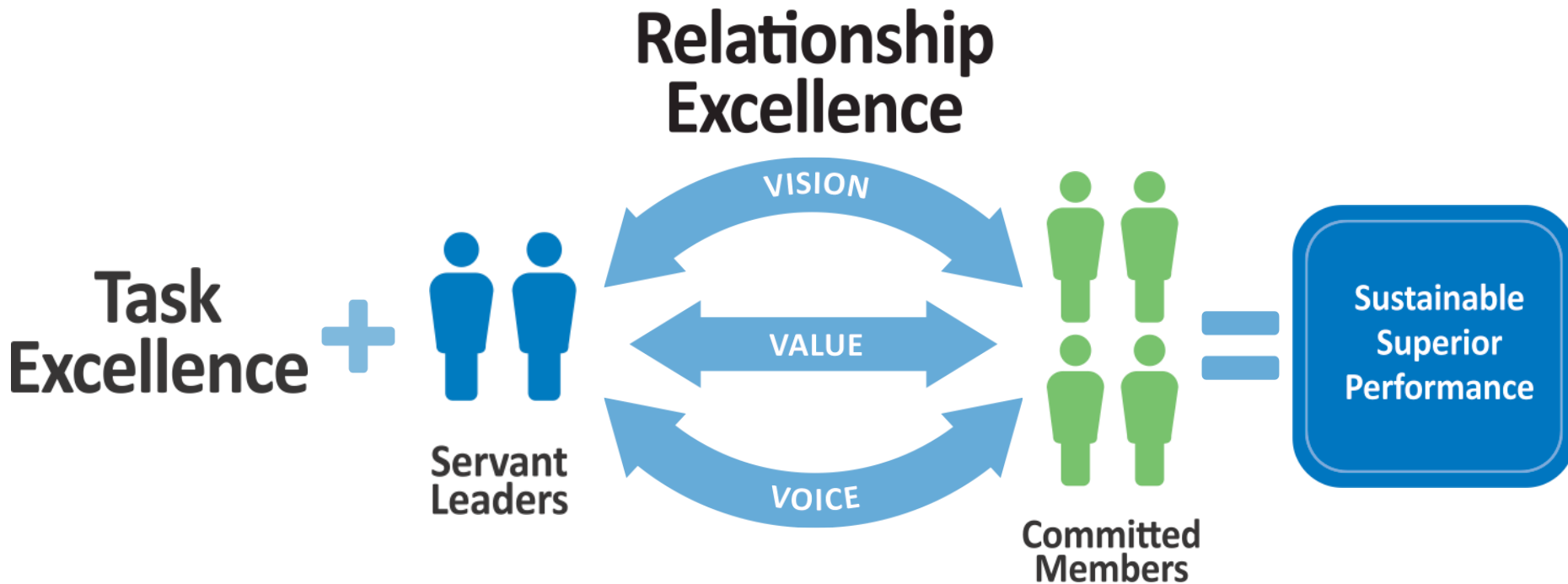


**Sustainable
Superior
Performance**

Source: E Pluribus Partners

REFRAMING ENGAGEMENT

The Connection Culture



Source: E Pluribus Partners

DEFINITION OF VISION

When everyone in the organization is motivated by the mission, united by the values, and proud of the reputation.

Source: E Pluribus Partners

DEFINITION OF VALUE

When everyone in the organization
understands the needs of people,
appreciates their positive, unique
contributions, and
helps others achieve their potential.

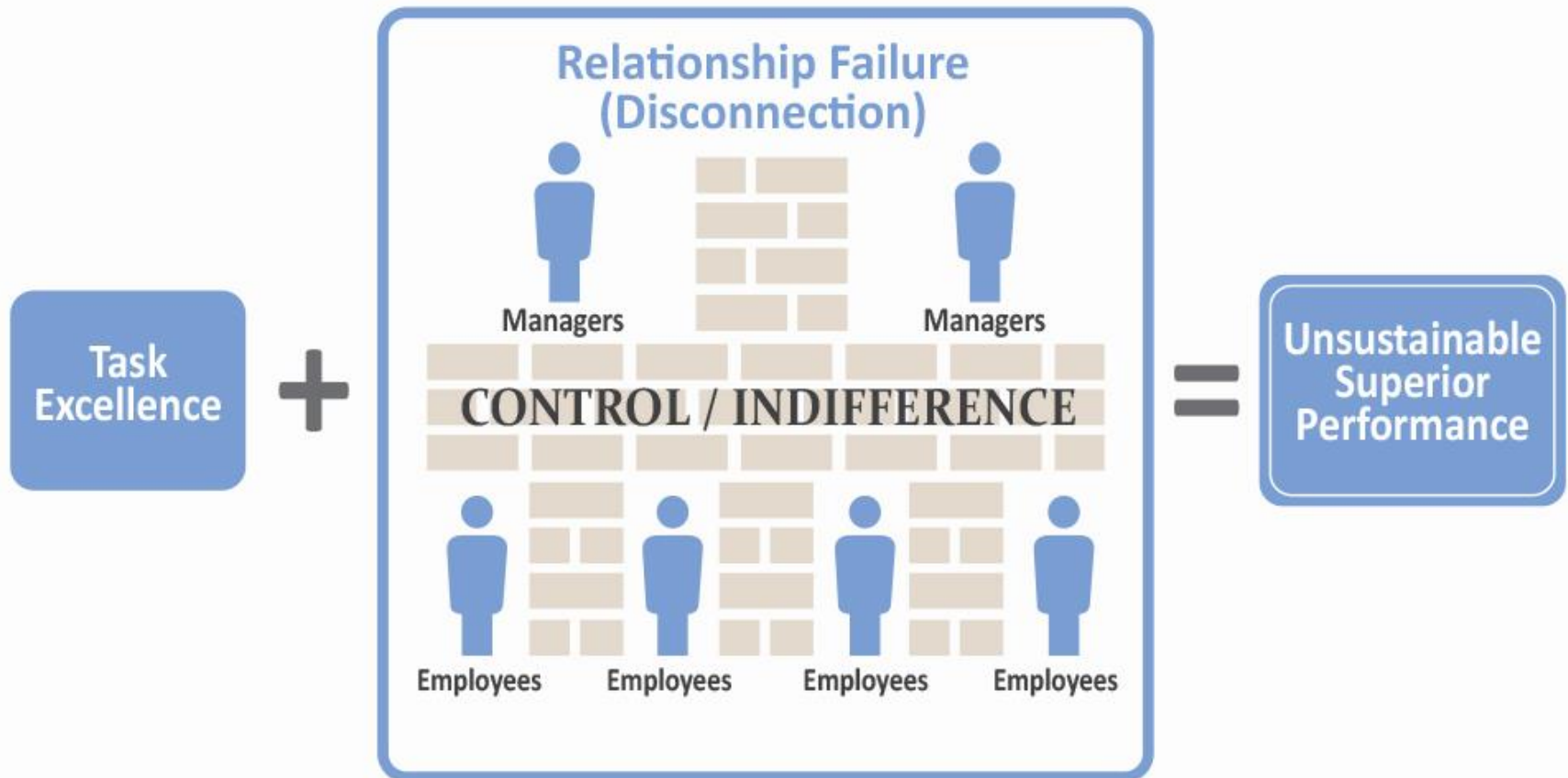
Source: E Pluribus Partners

DEFINITION OF VOICE

When everyone in the organization
seeks the ideas of others,
shares ideas and opinions honestly, and
safeguards relational connections.

Source: E Pluribus Partners

REFRAMING ENGAGEMENT



REFRAMING ENGAGEMENT

Definition of Connection

A bond based on **shared *identity*, *empathy*** and ***understanding*** that moves individuals toward group-centered membership.

Source: E Pluribus Partners

RESEARCH AND FINDINGS



THE BOTTOM LINE

- More enthusiastic and energetic
- Mentally and physically healthier
- More trusting
- More productive
- More cooperative
- More creative
- Better problem solvers

THE BOTTOM LINE

Connection = Thriving/Life

Disconnection = Dysfunction/Death

CONNECTION DEFICIT TODAY

- Fewer confidants
 - More people living alone
 - Families spread out
 - More time working
 - Greater time spent with media
 - Productivity push at work
- Result: Stress, Anxiety, Depression and Addiction

SEVEN BEST PRACTICES

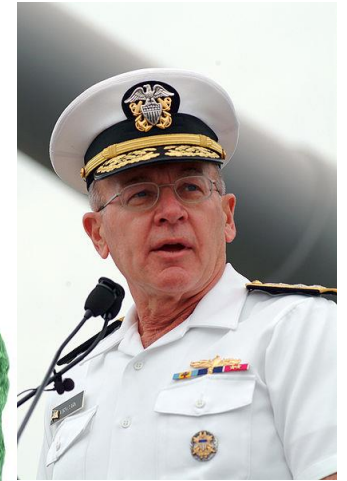
1. Set your “Top 5” high-level, annual priorities
 2. Know their stories
 3. Help people get into the “right role”
 4. Develop the habit of emphasizing the positives
 5. Provide constructive feedback in a constructive way
 6. Provide autonomy in execution
 7. Hold in-person meetings and regular check-ins
- + A “Process” Must: Implement annual employee engagement surveys

THE CHALLENGE

Develop courage + behavior
to intentionally connect

Three types of people:

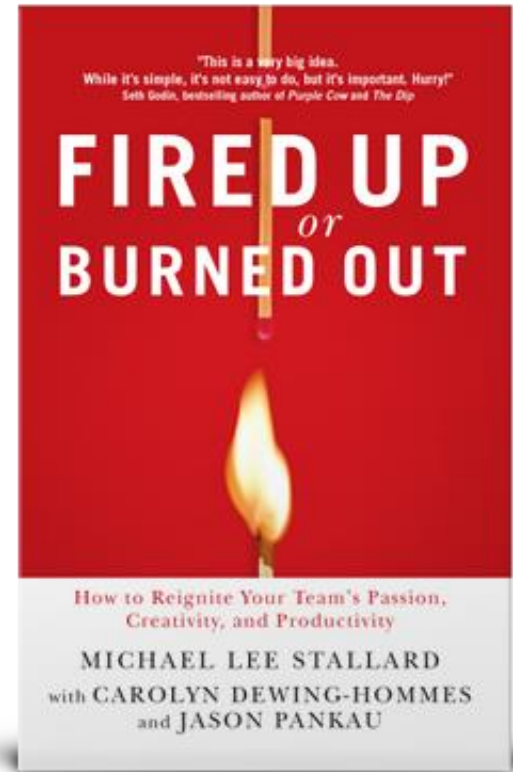
- Intentional Connector
- Unintentional Disconnecter
- Intentional Disconnecter



FREE RESOURCES

Free pdf copy of the book when you sign up for the *Connect to Thrive* email newsletter at:

www.EPluribusPartners.com



DEPARTING QUESTION

Do you and the leaders in your organization:

1. communicate an inspiring **Vision** and live it,
2. **Value** people, and
3. give them a **Voice**?

Source: E Pluribus Partners