

Focusing on the People in Your Organization

Three Steps for Driving Engagement

For HR leaders like you, creating a value-based culture—one that promotes collaboration and passes down company values from senior staff to new recruits—is no doubt a top priority. But building this culture is far from straightforward.

Employees may be motivated at the start of their career, but a number of drivers can ultimately turn them away—including a lean organizational design, exclusion from the company vision, unnecessary meetings, bureaucratic hurdles, and more.





Below are three steps that will help you focus on your people and drive engagement through positive internal relationships.

1 Ensure employees at all levels interact daily.

Creating a positive environment starts with the interactions between your employees. These interactions, which are influenced from the top down, are a great way to share knowledge, raise any concerns, or promote ideas. That's why it's crucial your leaders and managers initiate and support these day-to-day interactions, listening to and delivering messages across all organizational levels. By doing so, less experienced employees will feel more involved in your organization's leadership vision, and will inevitably be more motivated.

2 Create a talent strategy that prioritizes what matters.

Having a positive talent strategy can help improve productivity through competence, commitment, and contribution. Once your employees are interacting with one another, start to collate feedback from ongoing interactions and incorporate this information into a holistic talent strategy. Your talent strategy should strive to ensure that employees have meaningful work, leaders take a hands-on management approach, opportunities for growth are available, and internal relationships are built on transparency and trust.

3 Empower your HR organization with today's technology.

Connecting HR initiatives and technology across your entire enterprise will equip you and your colleagues with the tools you need to become more strategic and offer better-informed insight. Your efforts should focus on measuring and capturing real-time employee feedback, predicting retention, and identifying new ways to meet employee needs.

By following the steps above, you'll be on course to drive employee engagement throughout your organization.

To learn more about how focusing on your people can drive better engagement, [watch our webcast](#).

