5 Easy Steps to Engage Your Team

1. Ask and Listen

People need to know they count. Be sure to regularly ask your employees how they are going, what goals they are kicking and what challenges they are experiencing. And they will appreciate the opportunity to provide other feedback or input. Listen to what they tell you and show them that you have not only heard what they are saying, but also that you have understood.

2. Take Action, Respond or Follow Up

It's not just the information you receive, it's what you do with it. We all feel more validated when we actually see that someone has listened to what we are saying. If you don't act on information, even if it is to report reasons for inaction, you will undermine your engagement efforts and compromise your integrity as a leader.

3. Focus On Their Strengths

We are all too aware of what we don't do well. Unfortunately though, not often enough are we recognised for our skills and strengths. Don't always be the bearer of bad news. Regardless of who we are and what we do, we all appreciate positive feedback and encouragement. But remember, if you can't find something positive to focus on, it might say something more about you as a leader than it does about them as an employee.

4. Formalise Feedback and Recognition

However you choose to do it. Just do it. You might have a weekly morning tea with your employees and recognise achievements for the week. Or you may implement a full scale recognition program complete with nomination process and selection criteria. Regardless of method, recognising your employees must be formalised or structured in some way. It is also critical the process is openly and visually supported by management.

5. Enjoy Your Team

Making sure your team is engaged and feeling valued starts with you as a business leader. Relax, enjoy and focus on the strengths of your team. Be open to learning from them and don't forget to pat yourself on the back too. Lead by example to facilitate a positive and open work environment.

SG PROMOTIONS
Making People Matter