

Revolutionise your employee engagement strategy

Simple steps every HR professional can take

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Happy staff = happy customers

It's widely recognised that engaged employees are more committed and work with passion and pride. They are more productive and creative and make better team players and leaders.

If your people are happy, then this will shine through in their work. They will deliver a better service to your customers and help to drive your organisation forward.

Having an engaged workforce can have a positive impact upon your service levels, customer satisfaction and ultimately, your bottom line.

Here are some simple but effective ways that you can boost your employee engagement levels.



1 Good communication = happy staff

Poor communication is one of the biggest factors contributing to a disengaged workforce. Keeping your people in the loop with what's going on within your organisation is essential so they understand the role they play in the bigger picture.

- Develop and implement a communication strategy across your organisation and share your goals with everyone
- Your workforce will respond to different communication methods in different ways, Incorporate a range of media - face to face meetings, team meetings, emails, social media and your intranet - to get your message out
- Make sure everyone has a voice, regardless of their position, and the ability to make their views heard
- Encourage feedback: it's a two-way street



2 Create a **positive** working environment

The culture within your organisation can be an important factor in improving employee satisfaction. Because after all, your employees often spend more time at work with their colleagues than they do at home with their families.

- Define your guiding principles and ensure that everyone is aligned to your organisation's mission, values and performance
- Make time for fun. Quiz nights, team lunches and rounders matches in the park are great ways to get your people together
- Give something back to charity and show you care. Let your staff fundraise and volunteer their time for your chosen cause
- If your culture isn't where you want it to be, don't be afraid to make changes



3 Reward a job well done

Let's face it, we all want to feel appreciated at work. Employees work harder and care more about their jobs when their efforts are noticed and rewarded. Taking the time to thank your employees for a job well done is key to employee retention.

- Celebrate success. Make your employees feel like stars for their work by running a recognition programme
- Make sure efforts and achievement, not just results, are recognised within your organisation and rewarded on a regular basis
- Promote peer-to-peer recognition. Getting recognition from your peers can be highly motivating and support a positive team culture
- Don't forget to say 'thank you'. Those two little words can have a big impact. Resulting in happier, more loyal and motivated staff



4 Knowledge is power

You're only as successful as your people. They are the key to achieving your organisation's goals. So, empower your staff by giving them the skills they need. Offering opportunities for training and career development is essential to retaining talented staff.

- Build a culture of learning and make sure staff have the skills they need to be on top of their game
- Identify training needs and make it a continuous process. Don't limit training to just new employees
- Ensure that your management team are fully behind training and development initiatives. It's important that they know how to coach their teams to improve their skills and develop new ones
- Create a personal development plan for each employee



5 Make sure your employee benefits aren't your best kept secret

Providing comprehensive employee benefits can play an important part of your recruitment and retention strategies and give you a distinct competitive advantage. So, if you offer a benefits package, then be sure to shout about it.

- People only truly understand and value the benefits you offer when you communicate them
- Offer benefits that your people will really value. Understand what your employees really want and tailor your offering to meet their needs
- Employee benefits don't have to cost the earth. But if you can't afford to offer everything, consider whether you can use salary sacrifice to help meet the cost
- Embrace technology. Use a communication tool - like Mybenefitsatwork - to make sure that your employees can access the information they need about their benefits package 24/7 on mobile-friendly technology. And, help you bring your employee benefits to life



About Mybenefitsatwork

Client care + innovation = Mybenefitsatwork

Here's the story

Over the years we designed and introduced successful pension and employee benefits schemes for hundreds of employers. Of all shapes and sizes. The biggest lesson we learned was that effective communication is vital.

Today, communication is our passion. Why? Because, as every HR team knows:

Employees only appreciate the value of their benefits when they understand them.

From that insight, Mybenefitsatwork was born.

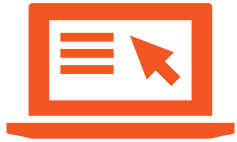
First we listened hard to what our clients were saying. They told us they wanted a tool that:

- kept employees up to date and engaged with their benefits and pensions;
- made benefits and pensions, including auto enrolment, easy for staff to understand; and
- provided information via lots of easy-access channels.

Research completed, we drew on our award-winning expertise to create Mybenefitsatwork.



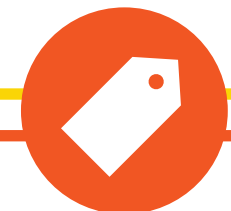
Cost-effective communication tool for your whole organisation



Growing numbers of companies, just like yours, now offer their employees a friendly, own-brand benefits website run by Mybenefitsatwork.



For a small monthly cost, your entire workforce can access benefits information at the touch of a button.



**Get in touch or
request your free demo.**

Visit: mybenefitsatwork.co.uk

Email: hello@mybenefitsatwork.co.uk

Call: 0345 838 8380

