

7 WAYS MANAGERS CAN IMPROVE

the Employee Experience

All leaders need to prioritize the Employee Experience. Unfortunately, too many leaders are stuck, "too busy" with other items to prioritize supporting their teams. Often attending to the latest crisis or other items, managers neglect the Employee Experience. Here are seven ways managers can improve the Employee Experience and team engagement to enhance results.

PROVIDE THE BASICS

Ensure everyone receives fair compensation, respect, leadership support and workplace flexibility. Without a great foundation, the chances of having engaged employees are slim.

KNOW YOUR PEOPLE

Managers need to know their people and what they care most about - why they show up to work each day. It's essential that managers hold regular one on ones to understand employees' needs and wants.

HAVE A STRATEGY

Instead of waiting for engagement results, managers need to proactively develop initiatives to improve the Employee Experience. Don't wait to find out how your employees feel about their work.

OFFER PROJECTS

Doing the same thing over and over again, and expecting a different result is the definition of insanity. Enrich the roles of employees with projects to enhance employees' development and skills.

HAVE FUN

We spend a lot of our life working so we might as well enjoy it. Aim to provide an environment where employees work hard, but can have fun. Mix in formal and informal fun events to bring team members together, celebrating successes and milestones.

THANK YOU

Everyone wants to feel appreciated for the work that they do. Unfortunately, many managers forget the two important words that matter most to employees "**Thank You.**" Catch your people doing things right consistently and you will create a culture that rewards performance.

DRIVE CHANGE

Keep things fresh by driving ongoing change and continuous improvement. Challenge outdated processes and the status quo, fostering a game-changing culture of innovation. Aim to introduce at least one major change to your team every 3 months and see engagement reach new levels of success.