

✓How to... Engage your employees and hold on to their talent

1. Have meaningful conversations once a week.

The conversation could be on anything from aligning on vision or goals, clarifying a key message, working out a new way of doing things, or deciding what to do next.

Action: Set time on your calendar with each team member and get to know how they are feeling and where their focus is.

2. Encourage friendships at work while maintaining professionalism.

Generally speaking, promoting friendships are beneficial for both employees and their employer, ensuring the workplace remains a professional environment where employees are all treated fairly.

Action:

Model what healthy friendships in the workplace can look like while maintaining professional boundaries.

3. Discuss wellbeing at work.

Wellbeing related concerns are almost as important to employees as pay. Talking about wellbeing normalises mental health and ensures workers are aware of tools they can use to improve their overall wellbeing.

Action: Ask questions about wellbeing elements such as career, finances, social, physical and community.

4. Include employees in hybrid work expectancy.

Gallup research has suggested that top-down hybrid rules are potentially dangerous for engagement and retention. Employees should be involved in setting the expectations of the team-based business needs.

Action: Try to accommodate your employees by understanding their preferences for working from home and in the office.

5. Help employees to apply strength to all aspects of their job.

One of the most important things that employees want in a job is getting to do what they are good at. Big differences can be achieved by small changes in the way work gets done.

Action: Discover and understand each of your employee's strengths and include them in future coaching/direction discussions.

6. Identify any signs of burnout.

Burnout can occur when managers don't help workers prioritise or manage their time, energy and tasks.

When you ask your team members how they're doing, make sure they really tell you.

Action: Consider each employee's workload and work style and ask them where they need more support.

7. Have stay conversations.

Many employees have left their job without ever having a conversation before they decided to leave. Also, many employees have said that their employees could have made changes to make them stay.

Action: Ask employees about their passions and what they want from their career goals.

What part of their job they enjoy and what changes could be made.

8. Provide growth opportunities for the employees.

You can ensure that employees last longer in your company by showing them that you are ready to invest in their professional development.

Action: Facilitate their education to acquire new skills and take on more senior roles within the organisation.