

Engage for Success

Employers have a fundamental duty of care for the physical and mental health and well-being of their workers. However, only around half of organisations have employee well-being in their senior leaders' agendas.

Employee engagement is the extent to which employees feel passionate about their jobs, are committed to the organisation and put discretionary effort into their work.

This engagement goes beyond activities, games and events. Employee engagement drives performance. Here are a few suggestions on how to great strong engagement:

- Give company values that staff can relate to
- Encourage personal projects – allow people to engage in something they are passionate about
- Appoint a buddy/mentor for newcomers
- Have themed remote office workdays - silly jumper day or wine o'clock after 3.30pm
- Have teams create a photo wall of them working from home
- Encourage charity days

Ultimately, employee engagement is based on **trust, integrity, two-way commitment** and **communication** between an organisation and its members. Whether you are a team of 4 or 400, these 4 elements are important to instil across your business.

It is an approach that increases the chances of business success, contributing to organisational and individual performance, productivity, and well-being. It can be measured. It varies from poor to great. It can be nurtured and dramatically increased; it can be lost and thrown away.

What employee engagement is not!

Employee engagement cannot be achieved by a systematic approach which tries to get discretionary effort by manipulating employees' commitment and emotions. Employees see through such attempts very quickly and can become cynical and disillusioned.

Our clients are reporting an increase in staff reporting mental ill-health and stress which then causes long-term absences. Yet an ageing workforce means implications such as age-related disabilities and long-term health conditions must also be weighed and managed if workplace health and well-being is to be holistically addressed.

For further information and assistance on updating your HR documentation or GDPR queries, please contact me at kwatkins@ihrsolutions.co.uk or call me direct on 07566 766954 or call our helpline on 01604 709509.

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About the Author**KATHERINE WATKINS**

Katherine has over 20 years' international experience working in HR, across various sectors, including financial services, insurance and regulated environments. Over the years, she has collaborated with some exceptionally talented HR professionals, with whom she has joined forces on special projects. Her network of HR professionals provides advice and training to companies and other HR teams.

In her role with UKGI Group, Katherine heads up the Human Resources Consultancy and provides objective support to firms on employment law and HR issues. She uses her extensive skills and knowledge to work with firms to help them develop strong and resilient HR strategies and establish healthy organisational cultures.

Katherine holds a degree in Business Administration and Management from the University of Northampton and a Postgraduate Diploma in Human Resource Strategies from London Metropolitan University. She is a Fellow of the Chartered Institute of Personnel and Development (FCIPD).

