



15 Employee Engagement Activities



Employee Engagement

As a manager, keeping your employees engaged is perhaps the biggest challenge you face. It's also a huge opportunity to gain long-term commitment and discretionary effort from your team.

But, in order to achieve that, your engagement efforts have to be aligned with your overall business strategy.

Business commitment to employee engagement

You have to be clear about “what” you want to achieve in your company, before jumping to “how” you’re going to go about it.

Your HR function is essential in defining and planning an employee engagement strategy that aligns with your organization’s goals.



Whether you're simply browsing for some ideas that might boost up morale or if you're putting down the final details for your HR strategy, here are 15 employee engagement activities that you should try!

1

Involve employees in your business planning process

Every 6 months, or even quarterly, present the most important issues in your company and the actions made to address those issues.

Involve your team in planning ahead, assessing opportunities and coming up with improvement ideas for your business strategy.



2

Create a knowledge sharing system

One of the biggest costs of a high employee turnover rate is the loss of essential information.

Implement a mentorship program, pairing experienced employees with newly hired ones. Create a learning program template that they should follow, giving them enough space to test their own learning methods.



3

Encourage knowledge sharing in a creative way

Create an open sharing space, once every 2 months or so, where every team can present updates on their project and key learning points.

Make it fun and creative! You can have a theme per each sharing session. For example, this month's theme is "Mafia movies" and the Sales team decides to present its updates in a Godfather-like manner.



4 | Show them the money

Give your team a quick presentation of the financial state of your company, every quarter or at the end of the year.

Show them how everyone's efforts are linked together, set bold objectives for the next months and get everyone involved in meeting those objectives.



5

Encourage and provide learning opportunities

Create your own Academy, where employees can access the knowledge and development opportunities that they need.

Assess their needs and their preferences, create a curriculum and set-up 1-2 classes per week. Make it engaging and rewarding with a Graduation ceremony, caps and flowers and even a fun night out.



6

Mens sana in corpore sano

Have your own Office Olympics where everyone can get involved and have fun. Promote wellbeing and the benefits of a healthy lifestyle in a fun, competitive way.

Get to know each other in a different environment and connect people with the same interests. Prizes and embarrassing photos are a must.





7

Have a hack night

Break monotony with an ambitious working night. Set a clear objective, create your own set of rules (breaks, music, snacks, etc.) and try to be as productive as possible in just one night.

Get everyone together and test your creative and operational limits. I promise it's going to be really fun!



8

Create excitement about upcoming opportunities

Make sure you communicate upcoming opportunities on a regular basis. Get employees excited and striving for what's next. Do it in your internal newsletter, face-to-face or during a general update meeting.

If they're excited about what's next, they'll do their best and reply with a "No, thank you" to those irritating poaching emails from your competition.



9

Let them create their own onboarding experience

Create a self-guided onboarding experience. People are much more likely to remember and assimilate information that they get on their own.

Set the ground rules, give them basic instructions, a list of objectives and a timeframe.



10

Make onboarding fun

Have a scavenger hunt onboarding. Turn information that is usually considered boring or useless into company trivia and learning how to use tools and systems, such as the internal communication system.

Include other people in the game. For example, have some of the older employees provide answers and get to know the new hires.



11

Create your own internal magazine

Create your internal employee-focused magazine with fun columns, news, featured stories and opportunities. Who wouldn't like to be featured on the cover as Employee of the Month?

It can be an online magazine or a printed one. Or, it can be both, a monthly online issue and a quarterly printed one.



12

TEDx [InsertCompany NameHere]

Have your own company TEDx-like Talks, where you get to share ideas, boost creativity and encourage innovation.

Make your workplace less about work and more about the people there. Their ideas, experiences and aspirations.



13

The League of Extraordinary Managers

Managers are a key business component and an equally important engagement driver. Create a coaching program for managers and teach them to really care.

Coach them towards maximum contribution and satisfaction, align them with the organization's strategy, mission and values and show them how to recognize attitude, effort and results.



14

“I am my own hero”

Encourage individuals to design and own their career paths, instead of relying on the company or on their manager.

Have people write their goal on a piece of paper. Put it in an envelope and close it. Then, after 6 months or a year, give them the sealed envelopes back to see if they've realized that goal. Managers will have a guiding role.



15

Give back

Get involved in social and charity initiatives. Giving back creates a positive mentality. It also fosters pride and loyalty.

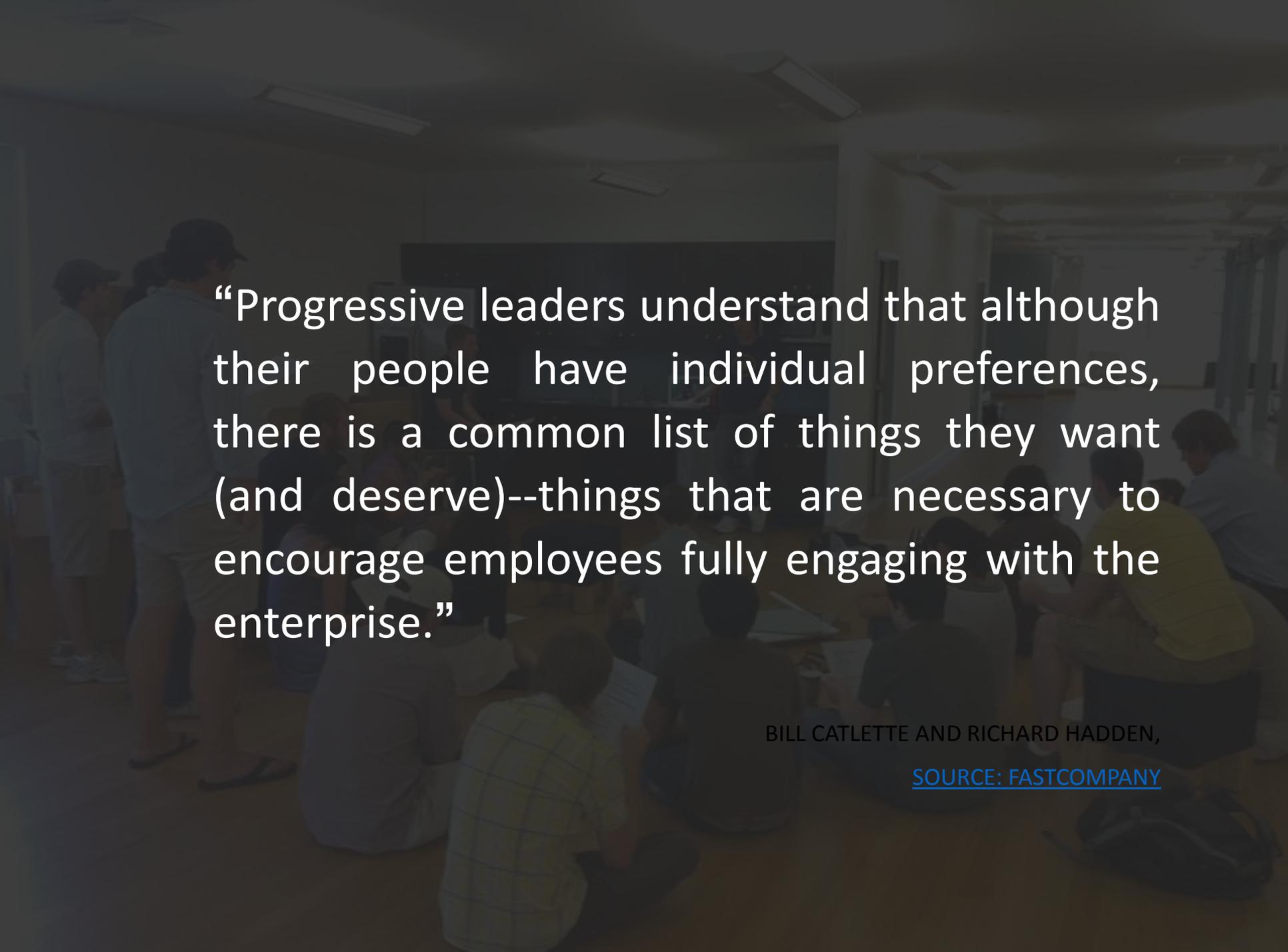
Get the team together, have everyone pitch a cause and pick the one you want to support. It's important that you make it personal, that you make it count. You can donate either time and involvement, or money, or both.





Moving from theory to practice is a big challenge. Most companies that measure employee engagement do little beyond that measurement.

Taking action means ensuring that all employees understand the company vision and its strategic direction, as well as what their individual role is in achieving it.



“Progressive leaders understand that although their people have individual preferences, there is a common list of things they want (and deserve)--things that are necessary to encourage employees fully engaging with the enterprise.”

BILL CATLETTE AND RICHARD HADDEN,

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happy



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