Employee Engagement During Difficult Times

An Edu-tainer, A Motivator and An Energizer!
Milton Hunt

- Virtual Trainer
- Employee Training
- Motivational Speaking
  - Opening and Closing Keynote
  - Workshops
  - Seminars
  - Breakout Sessions
- Employee Coaching
- Staff & Organizational Development

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What would you like to learn from today's training session?
5 Keys to Employee Engagement

• Foster Open Communication
• Provide Growth Opportunities
• Recognize and appreciate achievements
• Promote Work-Life Balance
• Lead By Example
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<tr>
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<th>Description</th>
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<td>1</td>
<td><strong>ENGAGED</strong> employees work with passion and feel a profound connection to their company. They drive innovation and move the organization forward.</td>
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<td><strong>NOT-ENGAGED</strong> employees are essentially “checked out.” They’re sleepwalking through their workday, putting time -- but not energy or passion -- into their work.</td>
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<td><strong>ACTIVELY DIENGAGED</strong> employees aren’t just unhappy at work; they’re busy acting out their unhappiness. Every day, these workers undermine what their engaged coworkers accomplish.</td>
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EMPLOYEES WANT TO KNOW,.....

WHAT AM I SUPPOSED TO BE DOING?

HOW WELL AM I REQUIRED TO DO IT?

WHAT DO YOU THINK OF MY PERFORMANCE?

HOW WILL I BE REWARDED?

HOW CAN I IMPROVE MY PERFORMANCE?
“The Value Points”

• Position
• Teamwork
• Knowledge
• Customer Experience
• Staying Relevant
• Attitude
Position

JOB DESCRIPTION
Teamwork
Knowledge
Customer Experience
Stay Relevant
Attitude

Attitude is everything.
Communication Relationship

- Listen
- Time

Acceptance

TRUST
You are trusted to the degree that people believe in your ability, your consistency, your integrity, and your commitment to deliver.

Do People Believe in You?
Let’s Define Trust

• Trust is a confident belief in someone or something. It is the confident belief in an entity:
  – To do what is right
  – To deliver what is promised
  – To be the same every time, whatever the circumstances
Barriers to Trust

• The most common barriers to trust in the workplace are:
  – Baggage
  – Personality
  – Culture
  – Myths
How Do We Build Trust?

• Listen more than you speak. ...
• Solicit and act on feedback. ...
• Show appreciation every day. ...
• Empower your team by trusting them first. ...
• Encourage coaching. ...
• Practice consistency. ...
• Focus on nonverbal communication and soft skills. ...
• Create an inclusive culture.
Motivation
Maslow’s Hierarchy of Needs

- **Physiological needs:** food, water, warmth, rest
- **Safety needs:** security, safety
- **Belongingness and love needs:** intimate relationships, friends
- **Esteem needs:** prestige and feeling of accomplishment
- **Self-actualization:** achieving one’s full potential, including creative activities
Beliefs + Actions = Behavior
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Thank you for your participation