

# Human Resources Enabling Engagement

What is the pulse of engagement from the unique view of Human Resources in your organization?



## Three Focal Points

Engagement is not a project, activity or task to be delegated, it is an organizational performance strategy to be invested in and cultivated. We want to assist your organization with enabling enhanced employee engagement in your organizations.

Employee engagement is complex and impacted by a number of factors, as any HR professional knows. We have identified three key organizational areas that significantly impact engagement and have included a few tools to assist in your efforts to positively impact your local employee engagement and commitment.

These three focal points must work in concert if you are to develop, and most importantly, sustain top-tier employee engagement. First, the organization must **enable** and invest in it. Second, leaders must evolve to **support** it. And finally, are employees provided with the tools and training to **lead** it?



So where is your organization?

On the following page is a quick checklist that will assist you in identifying key opportunities where HR can focus time and attention that will have a positive impact on your employee engagement.

# HUMAN RESOURCES

## ENABLING ENGAGEMENT CHECKLIST

### Organization Enablement

Are your organization's purpose, vision, and values more aspirational (words on posters or a website) or do they actually guide organizational behaviors and performance?

Does your organization's performance management process continually enable performance, or is it seen as an HR requirement and a task to be completed by a deadline?

Do most employees come into work with their purpose to complete a task, or is their task to come into work to contribute to a larger purpose?

### Leader Supported

Are your leaders enabling and creating environments for change, accountability and performance, or do they spend more of their time managing people, tasks and timelines?

Do leaders in the organization look to find or place blame first versus looking to how to help?

Do most leaders take time each month to pursue performance and enable success, or do they wait to review performance at mid and end of year performance reviews?

### Employee-Led Engagement

Do you have a network of employee teams empowered to enhance overall engagement and continually improve performance throughout your organization?

Do you have a performance culture where each employee is provided the tools and training to lead their personal performance and lead with personal accountability?

Do you have a performance environment that is caustic to negativity and negative people or is negativity and negative people creating a caustic work environment that adversely impacts employee engagement?

***If you have questions or concerns based on some of the answers you have identified in this quick HR view of employee engagement and would like further information we would be happy to invest a few minutes to connect and discuss your specific opportunities and provide any insights we might be able to share based on our experience.***