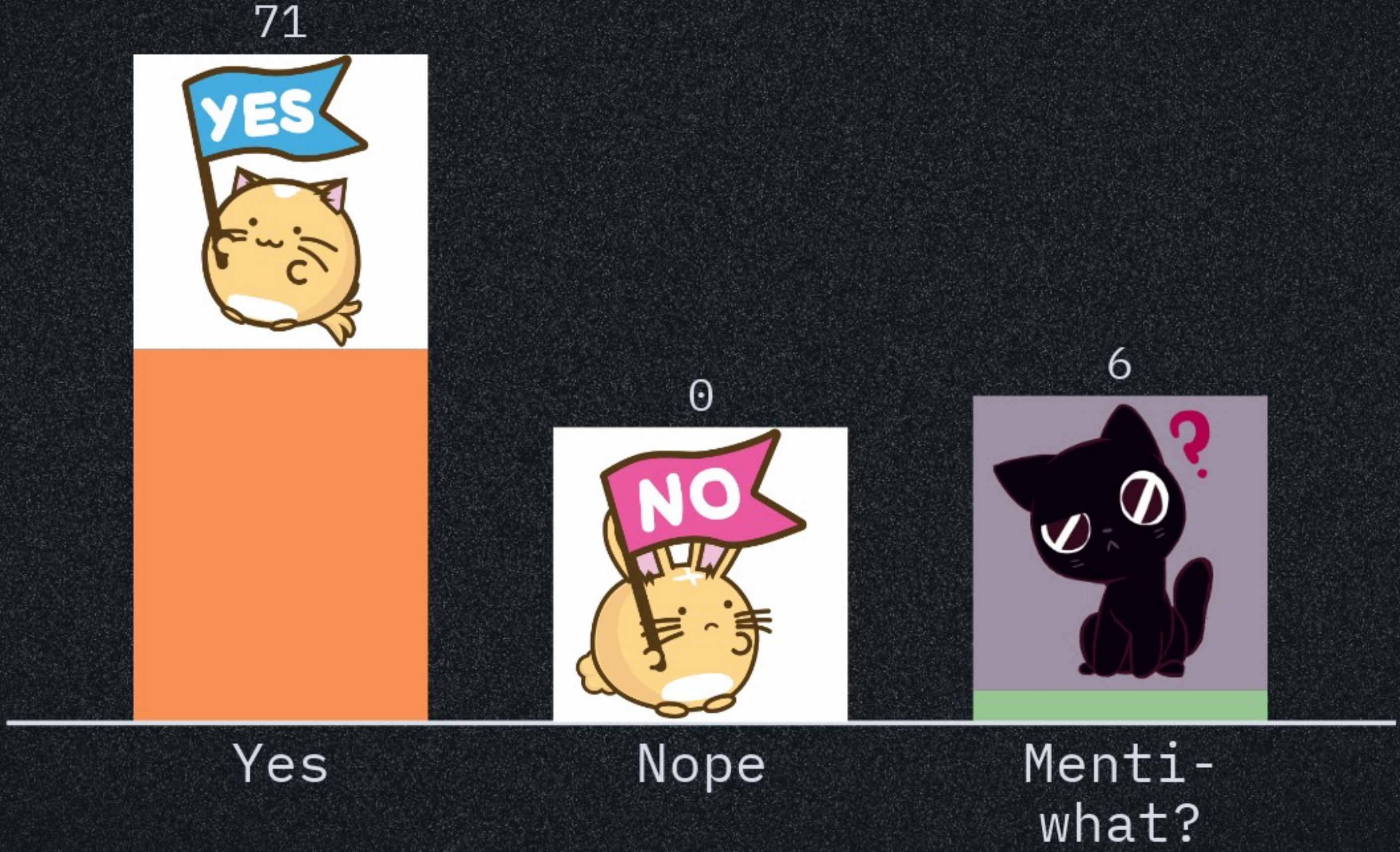


Are you ready to participate on this Mentimeter presentation?



Engaging Employees in Large Organizations

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Our Questions for Today:

- Why Bother with Employee Engagement?
- What is Employee Engagement?
- Where Should We Focus?

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Percentage of Engaged Employees at End of 2020 (Gallup)

All of the Business Things

More employee engagement
=
Better business outcomes



Engagement is NOT:

- Happiness / Enjoyment / Satisfaction
- Dedication to the Organization
- A Survey Result

Employee engagement is the extent to which your employees feel connected to and motivated by the work that they do.

– Janine N. Truitt



Employee Engagement is:

- Emotional AND Intellectual
- The Experience of the Job and Work Environment
- Average of Every Minute of Every Day
- An Identity Function



The only way to do great
work is to love what you do.

– Steve Jobs

Discretionary Effort

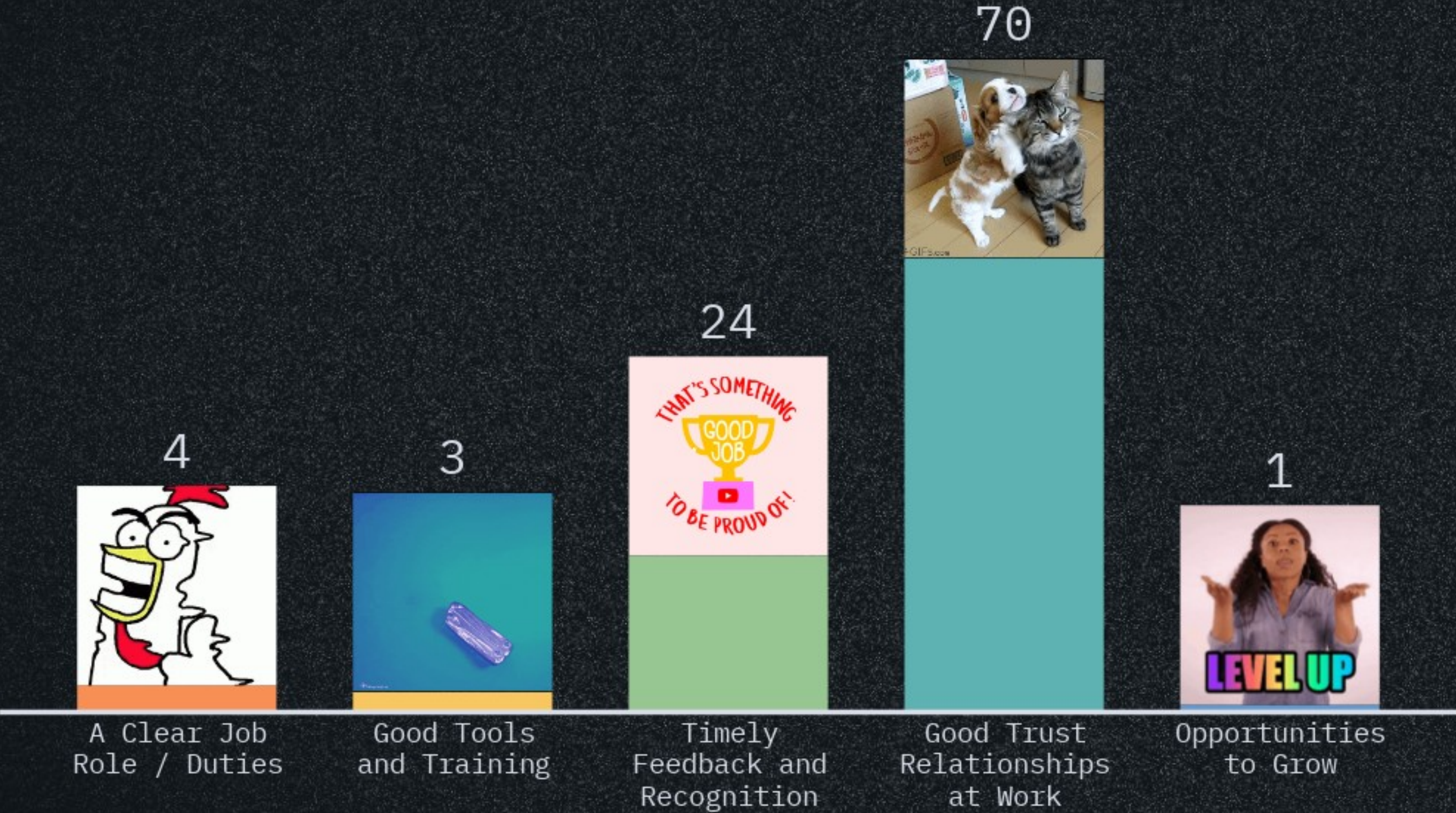




What is MOST Important?



Which is constant work?

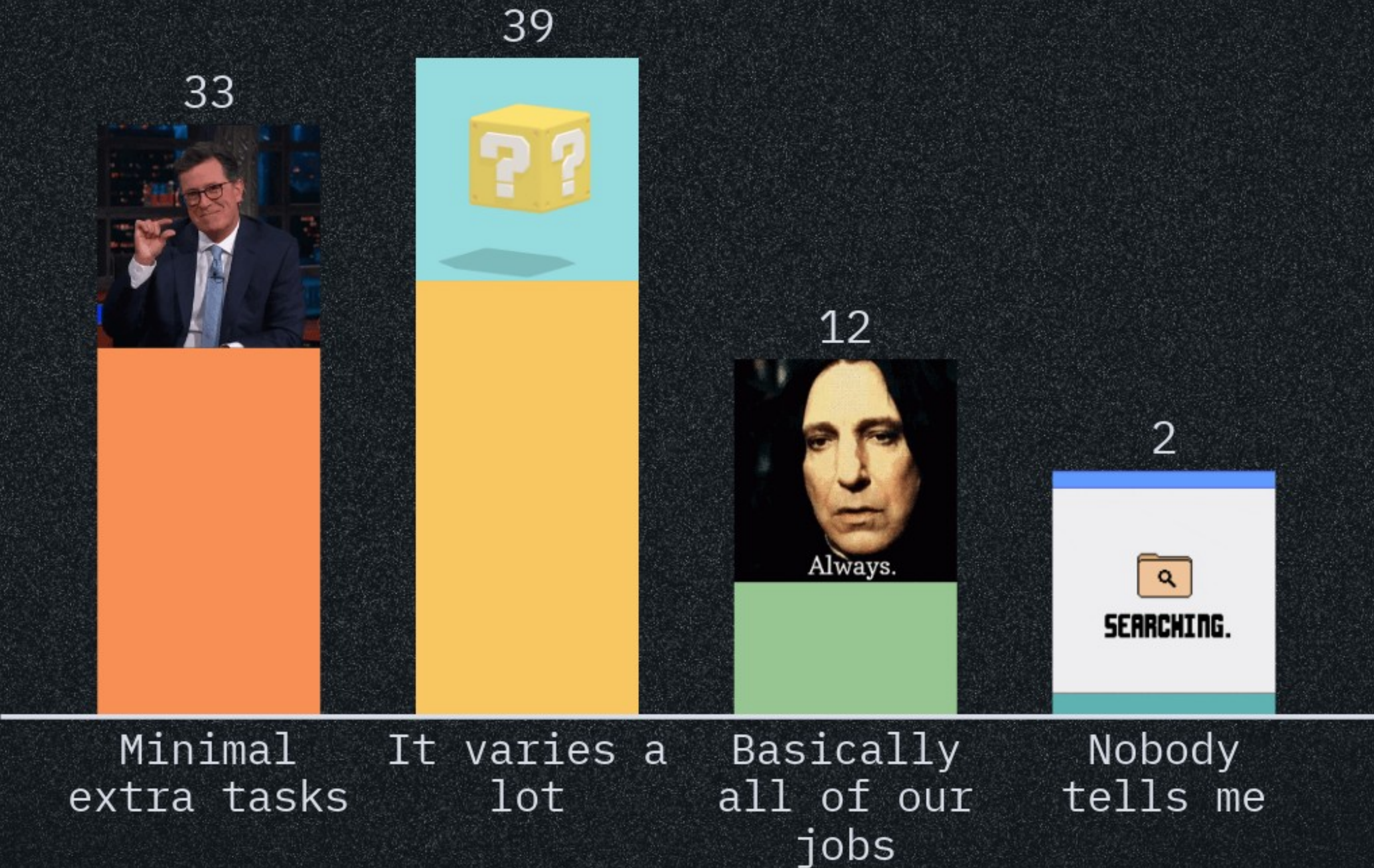




#1: Clear Job Role



How do you ACTUALLY use "Other Duties As Assigned?"

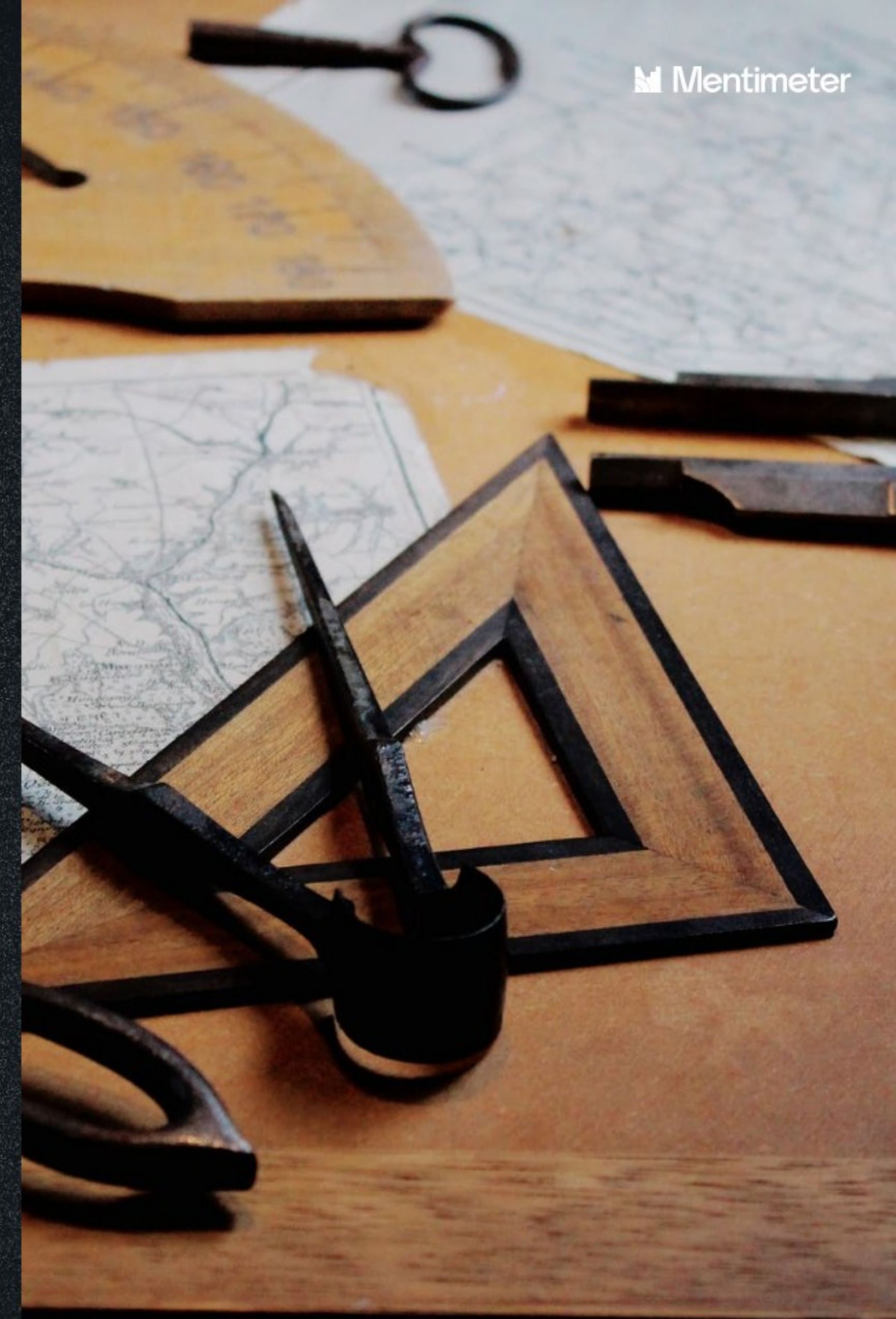


... [minor] tasks or duties
that ... can be performed
safely by the Employee based on
the Employee's skills,
knowledge or ability.

- Law Insider on "Other Duties as Assigned"



2: Tools & Training



I despise not having the right tool or, worse, knowing I have it but not being able to find it. It's a pointless delay that wrecks my pace - and mood.

- Adam Savage



3: Timely Feedback and Recognition

Take time to appreciate
employees and they will
reciprocate in a thousand
ways.

– Lee Iacocca



4: Good Trust Relations at Work

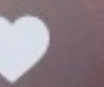


Trust is the lubrication
that makes it possible for
organizations to work.

– Warren Bennis



5: Opportunities to Grow



It doesn't matter if you are
a diamond or a lump of coal
if you remain buried
underground.

- Anthony Marolt

Your Journey from Here:

- GOOD Job **Descriptions**
- ADEQUATE Tools **and** Training
- TIMELY Feedback **and** Recognition
- BUILD a Trusting **Culture**
- FLEX Around **People**