

# 4 activities to **ENGAGE** employees

Keeping employees engaged is the key to maximizing productivity and profitability.

**Follow these steps to inspire and motivate your employees to perform their best.**



## **Create new jobs** and career paths.

- Identify new roles needed as your organization grows.
- Create compelling career paths and refresh job roles.
- Communicate advancement opportunities.



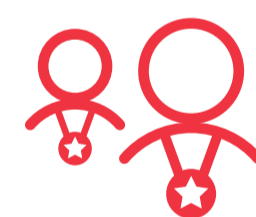
## **Develop your leaders.**

- Create leader self-awareness.
- Meet others' needs.
- Give performance feedback within business context.



## **Create high-performing** teams.

- Consider each team as a mini organization.
- Create awareness of team members' similarities and differences.
- Create flexibility and the ability to adapt to change.



## **Reinforce your culture.**

- Communicate your cultural norms often.
- Take action to address conflicting behaviors.
- Encourage employee recognition of culture champions.
- Reward desired behaviors to reinforce the culture you want.