



What's in Your Annual Employee Engagement Plan?

January is an exciting time of “new” plans where we start off with a clean slate and an open vision of the year ahead. In the world of people management or talent development, it is the perfect time to re-evaluate and set your strategy for the year ahead.

“The time to repair the roof is when the sun is shining.”

[State of the Union Address January 11 1962]

– **John F. Kennedy**

In our leadership programs, we are often asked about the following four areas: Culture, Remote and Flexible Working Arrangements, Training and Coaches and Mentors. There are many more areas not included in this article such as compensation, incentives and performance reviews. Let's start with these four:

1. Culture:

- Can you describe your company's culture to someone?
- Does your website portray your company's brand?
- Are employees proud to work at the company?
- How many refer talent?
- Have you checked GlassDoor lately?
- When was your last employee survey? Were you pleased with the ratings?
- What did you implement in 2018? Was it successful?
- What changes would you like to make?

2. Remote and Flexible Working Arrangements:

- Did you know that 3.9 million American workers now work-from-home at least one day a week? How does your company line-up?
- Did you know that flexible work arrangements have proven to increase employee satisfaction and retention?

- Is there a way to offer employees an opportunity to work from home based on need or frequency?
 - Do you have guidelines in place?
 - What's your 2019 Flexible Work Arrangement Plan?
3. Training – in-house/outside/employee driven
- Do you have a training strategy?
 - Did you know that online training is the fastest growing learning solution offered to employees today? It's affordable, flexible and requires no travel.
 - How can you help your managers create performance growth plans incorporating learning and education solutions?
4. Coaches and mentors
- In a nationwide Deloitte survey of 1500 employees reported that the relationship between an employee and his direct supervisor is one of the top three drivers of employee engagement. Plus, 77% of companies that have a mentoring program indicate that it improved both employee retention and job performance.
 - What does your orientation/new hire program look like? Do you have a mentoring program attached to it?
 - What do you have in place to save/retain your top talent?
 - Have you trained your supervisors to coach?

Someone once said – “just start somewhere.” Well, if you at least ask yourself the questions above about the four topics, perhaps there are one or two new initiatives you wish to map into your 2019 plan.

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