

Employee Engagement



Presented by

Preferred Training Networks

for:

MonashHealth



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Engaging your People

- As Managers, it is important to promote the importance of getting your teams to complete the survey
- Developing engagement strategies will help you to
 - Shift and enhance accountability
 - Shape local culture
 - Better understand and improve personal management/leadership skills
 - Promote “Why should I care” to the team
 - Focus on patient experience, employee experience and health/safety



What is your role as a Manager?

Show that you value your people

- Clear in your actions and words
- Demonstrate your appreciation for their value to the team and organisation
- What do you need to do to demonstrate value?

Share your leadership vision

- Ensure that the team feels part of the overall objectives
- Let me know the importance of the survey and their input at a local level
- Explain where they fit
- Listen to feedback
- What do you need to do to share the leadership vision

Trust team intention

- Trust that your team are working towards a common goal
- Trust that they are making the right decisions
- Set clear expectations
- What do you need to do to initiate a trust culture?



What is your role as a Manager?

Provide adequate information and resources

- Ensure that your team has access to all the information in order to make informed choices
- Allocate necessary resources so that they can perform their role
- What do you need to do to promote the right information and resources?

Guide with positive feedback

- Provide positive feedback for tasks done well
- Guide your team about best practice
- Make your team feel appreciated so that performance improves
- How will you provide positive feedback?

Listen to learn and ask questions

- Let your team communicate with you
- Provide a space where they can talk to you
- Coach them as a supporting tool
- What do you need to do to provide a platform for effective communication?





Thank You



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