

Tools and templates



Activities to re-engage your workforce

An engaged, motivated workforce will benefit your business in multiple ways, improving things like productivity, customer service, morale and company culture.

Engaged employees often stay with the company longer too, meaning lower turnover rates.

But maintaining that engagement among staff can be tricky: it's a continuous process that needs tweaking and updating regularly in order to stay effective.

Here are some fun and rewarding activities that will help boost employee engagement and see your business reaping the rewards.

1. Introduce regular awards

Showing your employees that you notice and appreciate their individual efforts is a no-brainer when it comes to motivating your workforce. Not only are awards a good way to offer recognition, but they also encourage friendly competition, which is a great motivator.

- Outline specific categories and criteria so people know what they're aiming for
- Perhaps get staff involved by offering them the chance to vote for winners
- Remember to celebrate the champs – perhaps their name goes into a hall of fame, they get a trophy on their desk that month or are given a gift

2. Revamp your feedback process

As well as wanting to hear when they've done great work, staff might also be keen for constructive feedback that can help them improve and progress. Think about how often employees get this kind of feedback and if you can make it more consistent.

- Consider making appraisals more regular
- Build feedback into pre-existing meetings
- Become more proactive with ad-hoc verbal feedback

3. Offer flexible working

It can be tough for employees to work their personal lives around the rigid framework of a nine-to-five role. Taking some of the load off by offering flexible working could help reduce stress and demonstrate trust.

- Allow for more flexible start and finish times
- Make homeworking an option a couple of times a week
- Offer the chance to buy more annual leave

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4. Organise social activities

Sure, the occasional afterwork drink is great, but to really get the most from your company's social events and keep employees excited about them, it helps to think outside the box. Get it right and they will help to unite the workforce, improve relationships and boost morale. Some ideas are:

- Volunteering as a team for a cause or project
- Regular parties or away days
- Communal lunches put on by the company
- Setting up clubs such as book clubs or sports teams

5. Celebrate employees' special occasions

Birthdays, work anniversaries or promotions are all great causes for celebration and help bring people together. A token gesture is all that's needed to show employees that you care about their milestones and want to congratulate them. Think about:

- Decorating the employee's desk for the day
- Bringing in cake or other treats for the whole office
- Gifting vouchers or bottles of wine

6. Introduce a mentor programme

If it's difficult for managers to get enough one-to-one time with their team members, a mentorship scheme might be the way to go. Try pairing up newer employees with those in relevant departments who are more experienced – not only will the mentee get extra insight into the company and the role, but the mentor will likely find passing on their knowledge rewarding too. Think about:

- How to match up employees
- What time to allocate to mentorship activities
- How to encourage mentorship communication
- What you want the programme to achieve

7. Tackle causes of stress

Understanding the things that cause stress and how employees' working days can be improved is vital to create a positive working environment and therefore support engagement. Alleviate pressure while showing staff that you want to make their lives easier.

- Gather feedback on common sources of stress
- Ask colleagues what would improve the situation
- Work with them to reduce these stressors
- Offer supplementary support like masterclasses in meditation and mindfulness