

## Employee Engagement: Increasing Motivation and Productivity

With the effects of the global crisis of COVID; employee motivation and productivity are at their lowest levels in a century. Low engagement results in lower business productivity, lower profits, higher turnover and increases in workplace safety problems.

The lack of employee engagement that affects productivity can look like:

- **Poor initiative** – Are your employees lacking effort in their regular tasks? Do you find it difficult to get staff to take the initiative to move from one task to the next without constant supervision?
- **Attendance problems** – Do you have problems with people showing up late or not at all? Does your staff spend more time playing on their phones than working on your business?
- **Low employee morale** – Do your employees work well as a team? Is your staff motivated? Do they feel like their work is valued?
- **Not taking responsibility** - Is everything the fault of someone else? Do they spend time pointing blame at others rather than taking responsibility for their own actions?

Addressing this lack of employee engagement requires a new understanding of employee motivation and what today's workforce needs from employers to regain their enthusiasm and have more job satisfaction.

This new understanding needs to include:

- The importance of employee's feeling valued and appreciated
- How trust and flexibility allows for a better sense of work/life balance
- The motivating effects of allowing people to play to their strengths
- How letting people understand the importance of their efforts improves ambition

This course will teach you practical and cost-effective intervention methods and strategies that will improve productivity, lead to greater profitability while reducing turnover and lowering workplace safety problems.

This is a virtual course, delivered over Zoom. It will contain 6 ninety-minute sessions with small group discussion to help each business identify and understand challenges they face.