

How do we engage our employees?

Employee Engagement is not a Program

THE STORY:

Employee engagement emerged as a special area of focus a good 20 years ago. But the problem is, it's too often seen as an activity.

INSIGHT:

Few employees engage if it is dangerous to do so. Until you establish a system of management that creates clarity of direction, ensures your workforce has process improvement skills, and makes clear their authority to make improvements, engagement is fraught with risk – personal risk.



In a results-driven system one of the foundations critical to success is the shift from employees being seen as people who do the repetitive work, to being seen as members of the team who are continuously improving the work. Employee engagement simply happens as a natural course of events in a results-driven organization.

Results Driven Government – on the journey to Level Three Government



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