

Team Engagement and Retention

“How do you make a difference?”

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WEALTH ADVISORY | OUTSOURCING | AUDIT, TAX, AND CONSULTING

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Create Opportunities

What we hope to achieve together



Why feeling engaged and connected matters

What can we do for ourselves and those we work with to increase our feelings of engagement

Commitment to do something about it



Create Opportunities

What is employee engagement?



Quantum Workplace defines employee engagement as "the strength of the mental and emotional connection employees feel toward their places of work".

According to **Gallup**, engaged employees are "those who are involved in, enthusiastic about and committed to their work and workplace".

According to **Willis Towers Watson**, employee engagement is "employees' willingness and ability to contribute to company success".





THE ONLY WAY
to do
GREAT WORK
is
TO LOVE
WHAT YOU DO

- Steve Jobs



What we need...

- ☐ Trust
- ☐ Hope
- ☐ Sense of worth
- ☐ Feel competent
- ☐ Belonging and connection

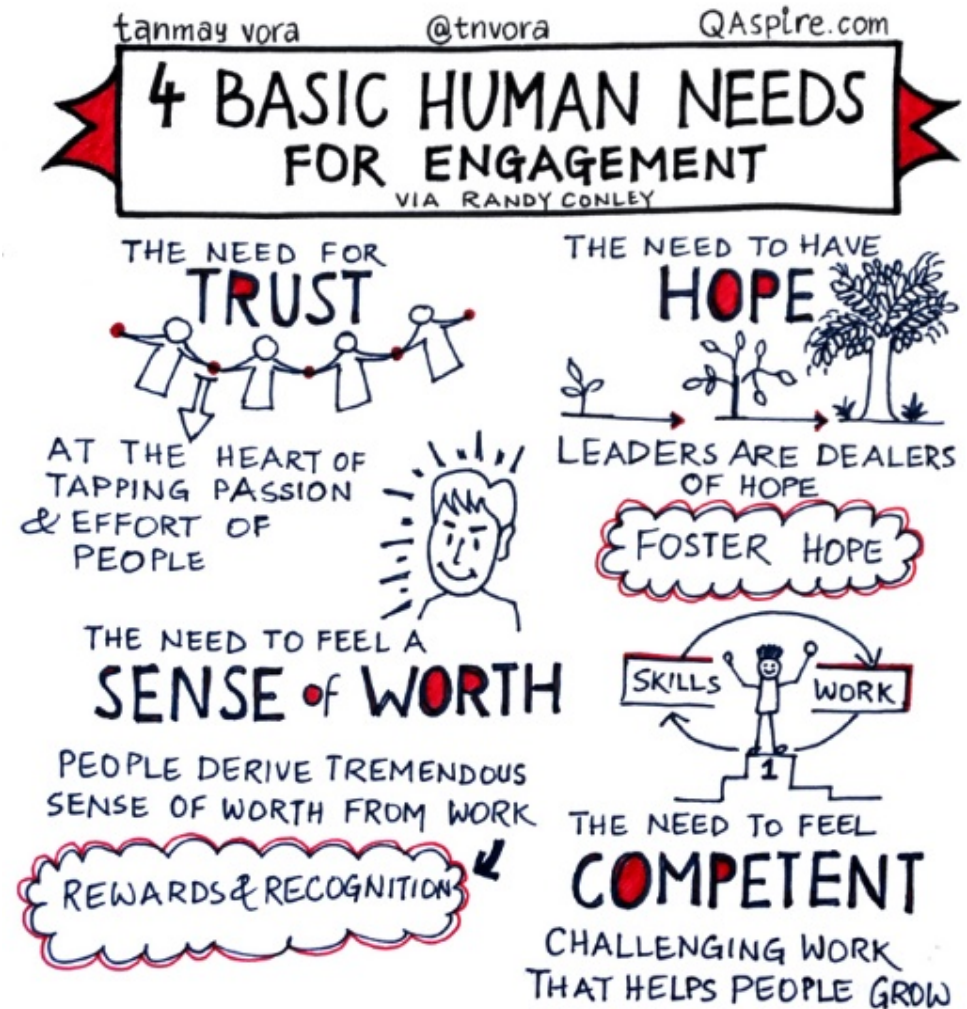


Table Activity



Take a moment and think through the following questions and share your answers with those at your table:

1. When I am doing this _____ at work I feel energized and happy.
2. When _____ happens at work I really feel valued and connected.

So what can we do to keep or enhance our own engagement...

1. Clarity of expectations
2. Advocate for yourself
3. Assume good intentions
4. Know your strengths
5. Care about someone else
6. Work with others
7. Make close friends
8. Seek feedback regularly
9. Reflect
10. Celebrate your progress



Team Engagement



Does how we feel
about our own
engagement at the
office impact our
team?





Creating Team Engagement

**Share
ideas
Start
something
good**

- What do you do, or would like to do, as a team that can enhance engagement and connection within the office?
- What are things that can happen or occur that can leave us feeling not connected or engaged?



Break up into groups...



- Based upon the stress toy you selected, head to the appropriate chart
- Answer both questions
- Pick someone to capture your thoughts on the flip chart and someone to report out to the group



Creating Team Engagement

- What do you do, or would like to do, as a team that can enhance engagement and connection within the office?
 - What are things that can happen or occur that can leave us feeling not connected or engaged?
- ☐ You will have 5 – 8 minutes per question
 - ☐ Prioritize the top 2 – 3 ideas you would like to share with the group



Additional Things You Can Do

- Be united in your purpose
- Create a knowledge sharing system
- Help each other learn
- Understand and show appreciation for what others contribute
- Be proactive in your communication and seek to understand
- Promote and have fun
- Organize social or community events
- Celebrate what you accomplish together



"Individual commitment
to a group effort-
that is what makes
a team work"

VINCE LOMBARDI
LEGENDARY NFL COACH



So what is your commitment?

Take a moment to reflect on the following and share with those at your table

1. What one thing are you going to start, stop, or continue to do to increase your own engagement?
2. What one thing are you going to start, stop, or continue to do to increase your teams engagement?





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Gift of sharing...

Will anyone share your commitments with the group?

