

# 6 Ways to Encourage Employee Engagement Part 2



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In last week's blog, we talked about the importance of communicating effectively and regularly with your teams, plus considering the resources, rewards and benefits available to them to encourage them to achieve 100% in their roles. This week, we continue to share our six ways of effectively engaging with employees.

### Tip #4 | Team Work

Flexible working is absolutely all about team work. It simply won't be effective if there is little or no reference given to the wider team or organisational goals. Of course, conversations can initially take place on a one-to-one basis, but should be followed up by an open discussion on how the individual needs can best be met in conjunction with achieving the overall team (and business) targets.

Once this has been agreed, the team can be given creative licence to design their own timetable as long as it fits with the overall requirements of the business. With all this in mind, even customer-facing environments can benefit from flexible working, with the possibility of extended opening hours and enhancing the overall customer experience as a result.

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## Tip # 5 | Supporting Specialist Areas

Issues which can impact employees on a personal level, such as grievances, financial worries, and health concerns, might be brought with them into the workplace – which can in turn affect their motivation, productivity and essentially, profitability.

It's not easy to know how to support an individual if they are struggling, but provided with the appropriate training, managers should be able to spot when they might need additional professional support – and be equipped with knowledge on who they can contact to get this.

## Tip #6 | Trust

And, perhaps one of the most effective ways to engage your team is to trust them. You employed them because you trusted them, and you have much better and more valuable things to be getting on with than micromanaging. Allow them the freedom to let their creative juices flow when it comes to the organisation's goals and trust them to be brilliant.

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You may have a company that's achieving wonderful things, benefitting the wider economic and social landscape, and driven to make a real difference in the world. But if there are disengaged staff members within your team, it's important to make sure that they want to be part of it too (or indeed if they don't and there's not enough room on the bus), as well as what they would value from you as an employer to transform them from disengaged and unmotivated, to committed, loyal team members.

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