



GOING THE DISTANCE WITH EMPLOYEE ENGAGEMENT

Sustaining employee engagement (EE) goes beyond administering the EE surveys. According to a research study done by the Civil Service College, there are three key drivers to sustaining EE levels over time - (1) Teamwork, (2) Leadership and Culture, and (3) Job Motivation and Growth. So what can you do for each area to sustain EE levels and yield maximum productivity for your organisation?

TEAMWORK

Partner team leaders to build trust and support among their team members.

- > Involve people in decisions that directly affect them.
- > Be transparent and consistent in your actions and speech.
- > Take care of relationships and team dynamics.

LEADERSHIP AND CULTURE

Craft key messages for your leaders to communicate to the organisation.

- > Be clear about the intent and desired impact of the message.
- > Support staff to see the alignment of their jobs to the organisational goals.
- > Use a '[Message House](#)' to plan your communications.

JOB MOTIVATION AND GROWTH

Allow employees to explore options in the organisation to support their professional growth.

- > Offer job rotations to help employees understand their career interests and develop strengths in other areas.
- > Create a mentoring programme that offers support to realise employees' career aspirations.
- > Introduce overseas attachment programmes to expose employees to different contexts.

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Produced by:

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