

25 Employee Engagement Ideas

Employee engagement is not an exact science.

So far, the whole concept has been built on HR experience, positive psychology and business models that engage a company's talent towards a productive culture of success.

happy

That's why we came up with 25 ideas that can save a manager in need of some inspiration.

Enjoy!

1. Assign company values

Assign one of your company's values to the employee who best represented it in the last month, based on a peer-voting process.

2. Have teams create their own set of values

Designing your own game rules makes playing a lot more fun. Having a team set of values can help increase synergy and productivity.

3. Encourage personal projects

Give employees a 1-2 h/ day window to pursue their own projects. It can trigger a creativity and energy flow that would only benefit the rest of the working hours.

4. Assign a buddy/mentor for every newcomer

An important part of the onboarding process is having some really important questions answered. Questions that someone would be hesitant to simply ask a manager.

5. Have themed office days

For the more open-minded companies, this initiative can bring a lot of fun and increase employee loyalty.

Bring your [insert object/person here] to work or Chocolate [insert day here].

6. Have team photos

Have photos of your team on a wall, or frame them around the office. Group photos, funny photos, events photos or random photos snapped when people weren't watching.

7. Encourage charity

You can personalize your own company gift card and reward employees by allowing them to make a charitable donation to an organization of their choice.

8. Encourage volunteering

Give your employees a couple of days a month to volunteer for a cause they support.

Better yet, set a team volunteering day, as a group activity.

9. Raise salaries

In 2009, AT&T Mobility reduced costs, increased revenues and improved the customer experience by inspiring and engaging their employees.

They saved millions in attrition costs.

10. Remind people your company's mission and values

People need to be reminded of **why** they are doing what they're doing.

11. Recognize and encourage innovation

Reward your creative team members.

Give them a friendly **“Good job!”** and recognize them publicly for going the extra mile.

12. Celebrate achievements

Big or small, they are the solid proof that the work people are putting in has meaning.

Refill their energy tanks with some recognition and celebrate their hard work.

13. Celebrate people

Birthdays, promotions, retirements, newcomers welcoming, there are plenty of important moments where people can be put at the front of the company. Show them they matter!

14. Give and receive feedback

Keep it simple. Offer a framework or a system that employees can use with confidence and honesty. Let them know you value their opinion and, most importantly, act on that feedback.

15. Try some unusual employee engagement ideas

It's the small things that can sometime make a difference. Like having colored mugs at work or an awesome air freshener.

25 is a big number, hope you're not bored yet.

Just to make sure you make it, we've hid a surprise for you
somewhere inside the eBook.



16. Show respect

This should be the cornerstone for every office interaction. Especially when it comes to people in different hierarchies.

17. Empower your employees

Nothing creates a greater sense of responsibility and ownership like having the decision power. Don't be afraid to let people be their own leader.

18. Support enthusiasm in the workplace

Hire enthusiastic people. Encourage people to actively manifest joy and positive emotions.

19. Encourage learning

Challenge and support employees in learning and developing their skills.

20. Get social

Go out, have fun, have teambuildings and weekend competitions! Join sports competitions and encourage team playing activities.

21. Make sure that people have all the resources they need

Equip your employees with the tools and systems that will make their job easier. This way, you'll get them to invest their energy into doing great work, instead of wasting precious time.

22. Ask the people who really know employee engagement

Being as this is a fairly new business component, you should trust the experts. Consult the right people and build a solid strategy.

23. Get answers from your employees as well

Monitor and analyze your employees, your teams and the overall workspace. You'll get some essential pointers into what works and what you can improve.

24. Build long-term engagement

Don't settle for a quick fix. Develop a long-term employee engagement strategy with clear objectives and action steps for more than a year, then re-evaluate and build on it.

25. Try and try again

We've based this advice on our experience and the experience of others that we've worked it. However, what works for one company might not work for another. It's important that you try and adapt.



Here's your well-deserved surprise!
A free eBook on Employee Engagement!

<http://bit.ly/1UHZipi>

The basic HR processes leave little or no time for employee happiness or employee engagement.

We recommend that you have an HR system in place, to track and implement your employee engagement strategy.

What's the idea that worked
best for your employee
engagement efforts?



Tweet us at @gethppy!

Thank you!



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