

EMPLOYEE ENGAGEMENT & THE CIRCLE OF INFLUENCE (THE IMPORTANCE OF SELF MANAGER AND CROSS FUNCTIONAL TEAMS TO IMPROVE THE EMPLOYEE EXPERIENCE)

As a leader overseeing a team of other employees in your company, you are often plagued with the job of ensuring your team stays engaged and on-point at all times so as to achieve the set goal. However, it is not always easy to maintain a high level of employee engagement in the work place as people often get distracted easily. But as a leader it is your utmost responsibility to ensure that your team stays highly influenced and motivated.

There are many ways in which a manager can actively influence employees and although this aspect of the workforce is often overlooked, it is crucial to the overall growth and progress of the company. One of the first steps to boost employee engagement is to quickly seek out a handful of vital behaviours that have been proven to boost engagement over time. Once they have been identified, companies can then issue out key influence strategies that will be targeted at improving or discouraging these behaviours.

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One of the major factors that affect employee engagement is the immediate manager-employee relationship. There is definitely a great need for good management as it is very critical to the success of engaging employees. A good manager is competent and patient while informing employees of the level of functionality required of them. He/she will take time to offer professional feedbacks and work on providing appropriate opportunities to boost overall employee development.

<https://www.collierbroderick.ie/info-centre/hr/employee-engagement/factors-affecting-employee-engagement/>

The benefits of employee engagement in the workplace are immense as it improves productivity and keeps employees focused on the needs of the company. Therefore, as a leader, there is definitely a need to have a good knowledge of the different ways by which you can influence employee engagement in the corporate environment.

1. Develop a genuine interest in their lives

This may come across as a tad bit unprofessional, but hear me out. The kind of relationship an employee has with his/her direct manager goes a long way in determining how productive he/she will be in his work. In order to boost engagement between employees, some of the easy but practical steps to get to know them better are;

- Ask factual and important questions
- Understand their motives
- Appreciate the things they hold dear

This basically means as a leader, you have to pay more attention to your employees.

2. Be approachable and Map out a clear performance metric

Many employees are often so tense around their managers that they don't pay attention to the instructions being given. This often leads to them doing the wrong thing and coming to you with more problems instead of solutions. As a manager, you should be stern but still approachable and clearly state the job you need done and ensure they fully understand what is required of them.

3. Share success stories to boost motivation

If your organization has awesome success stories, an amazing tip to boost employee engagement would be to share them as often as you can. This will give them a fresh hope in the organization and they will literally start working with a renewed mind-set that is focused on success.

<http://carnegiecoach.com/influence-employee-engagement/>

With employee engagement, the main goal of a leader or manager is to devise a strategy that will keep the employees connected amongst themselves and with their managers. Once these strong connections have been created, the three steps outlined above can then be employed. If the connections are solid, you will definitely have an increased level of influence over your staff and this will help boost employee engagement over time.

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