

# 8 WAYS TO INSTANTLY IMPROVE THE ENGAGEMENT AND RETENTION OF A FLEXIBLE WORKFORCE



**90% of managers** surveyed believe there's solid evidence linking **engagement to improved performance**, customer service, and productivity



But with more than **80% of employees** say they aren't engaged at work.

## STEP 1. COMMUNICATION IS EVERYTHING



There's a **25% increase in productivity** when employees feel engaged with their work and connected with their co-workers.



**84% of Millennials** believe an open communication policy is more important than perks in choosing a job.



Only **15% of employees** believing their employer is good at communicating.

## STEP 2. KNOW YOUR PURPOSE

By knowing what your purpose is, you can define the context around it and, from there, **give your employees autonomy** - which in turn will fuel business growth.



**76% of Millennials** would take a paycut to work for a socially responsible company and **nearly two-thirds wouldn't take a job** if the employer doesn't have strong CSR practices.

## STEP 3. CREATE A CULTURE

Employees want a culture where there are:

- ✓ Strong connections and a sense of community
- ✓ Celebrations of success
- ✓ Honesty and transparency
- ✓ Commitment to their growth
- ✓ People who aren't afraid to have fun

## STEP 4. PRIORITISE WELLBEING AT WORK

More than **75% of employees** believe 'workplace wellbeing' is the secret to employee happiness. Why not try encouraging the following:



**Practice mindfulness** by encouraging employees to try yoga and meditation



Encourage regular **physical exercise**



Make **healthy snacks** available to employees



Make sure employees know they have **someone to talk to** if times are tough

## STEP 5. FOCUS ON STRENGTHS

**Focussing on employees' strengths** rather than highlighting their weaknesses is far more effective when it comes to improving engagement and performance.

Companies who implement **strength-based management practices** see increased:

- Sales • Profit • Customer & employee engagement



## STEP 6. HAVE CLEAR OBJECTIVES & REWARDS



**20% of UK workers** say increased recognition from their boss for their work and the contributions they make would make them happier in the workplace.



Employees who don't feel adequately recognised are **2x as likely to leave** their job in the next year compared to those who do feel recognised.

## STEP 7. UTILISE TECHNOLOGY

Millennials grew up with technology at their fingertips. **Embracing digitalisation and using technology** in the workplace can have significant impacts on both employee engagement and customer satisfaction.



## STEP 8. CREATE AWESOME SCHEDULES

Giving your employees choice and control over when they work, especially when it comes to shift work, is **one of the single biggest things** you can do to improve your retention and improve their happiness.

**95% of part-time workers** say using an app makes it easy for them to adjust their schedules in order to fit their needs.

[CLICK HERE](#)

TO DOWNLOAD THE FULL GUIDE

**8 Ways to Instantly Improve the Engagement and Retention of a Flexible Workforce**