Employee engagement

"Higher employee engagement leads to better business outcomes"

77% Of employees believe they are able to maintain a good work life balance

1 in 5 Employees feel a reduced connection with the organisation or teams as a result of remote working

73% Of employees still feel connected to their teams

Current challenges

- One of the biggest tasks facing businesses, is how to keep a disrupted workforce engaged when work can no longer be defined by the four walls of an office
- Is it possible to keep employees engaged remotely, specifically in relation to important communications and difficult people conversations?
- Who is responsible for maintaining the correct work/life balance - the Company or the employee ?
- How do we measure employee engagement remotely? What does it actually tell us?
- What is the role of managers in overall employee engagement - how do we keep managers engaged?

Issues to consider

Link to strategic objectives - a workforce that is engaged and sufficiently skilled will be highly productive and in return, will always support business growth and performance - higher engagement leads to better business outcomes.

Communication - establishing open lines of conversation including frequent team and individual sessions, as well as informal social interactions. Formal and informal forums are vital to connect with your workforce

Enablement - ways of working are changing as part of the transition to a virtual organisation, therefore how you enable your employees also has to change. Employees need to feel they are able to contribute positively to the bigger picture. Engaged employees are 10% more likely to exceed performance expectations but highly engaged employees are 50% more likely to outperform expectations

No one size fits all approach - different communication channels work for different people. Opening up different techniques to create an environment which will offer a supportive management approach across all levels is key. Embrace flexibility

Leading virtual teams - whilst 82% of line managers feel able to maintain a good routine and healthy work-life balance, only 69% of senior leaders feel the same. Behaviours of leaders through digital channels can have a significant impact on communication effectiveness and employee engagement. Leaders need to digitally upskill themselves to ensure they are being inclusive, effective and are building relationships when working with their virtual teams

Being present - never underestimate the effect of being present on video calls, joining meetings on time, reserving time in diaries for "drop in" sessions - all helps to create a more inclusive working environment

Our tools

Employee led jam sessions

- *PwC can facilitate sessions to test, iterate and evolve initiatives using voting and commenting capabilities offering rich insights and encourage engagement*

The value to you

- *Encourages engagement and user uptake for any change PR transformation projects particularly around culture and engagement*
- *Employees can share ideas, opinions and feedback to embrace the art of true co-design and feel enabled*