



HR Leadership Chat Session Highlights

Renovating Engagement



Emphasis on 4 Key Employee Themes:

- **Stable, secure work experience**
- **Trusting relationships**
- **Social cohesion and inclusion**
- **Individual purpose and contribution**

-McKinsey

Are traditional Employee Engagement Frameworks facing a shift to Healthy Culture Indices focused on Employee Experience?

- How to sustain unprecedented levels of engagement as pandemic-fatigue and mental health concerns are increasingly prevalent
- How to address employee highest needs of "Job Security" and "Financial Stability" during times of organizational/business/economic uncertainty
- Scientific revisitation of "fight or flight" response to high stress, may be experiencing "fight and affiliation" or "tend and befriend"
- Ongoing need for empathy, trust, open two-way communication (more frequent check-ins by pulse surveys, one to one's)

Early pandemic focus on critical, immediate priorities to drive resilience:

- Clear expectations
- The right materials and equipment
- Opportunities for employees to do what they do best
- Connection to the mission or purpose of the organization
- Coworkers committed to quality work

-Gallup

Thought Prompters & Insights:

- High degree of uncertainty in 2021 Compensation Planning outlook (Conference Board)
- What non-financial high impact recognition approaches can be leveraged?
- As remote/hybrid work extends – how to ensure work from home does not become live at work?
- Reinforce need for unplugged time
- Mental health is a significant concern – Create a safe environment, train your front-line managers on being able to identify issues and provide support
- Keep it as normal as possible – adapt to needed changes and use the same metrics/frameworks that you've always used (managed disruption based on ability to absorb change)

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