**Employee Engagement – Line Manager Guide**

One of the key factors to running a successful business is knowing how to engage employees. If the leaders of a business or organisation understand the level of passion their workforce has for the job, they are a step ahead of the competition.

As a manager, you want your employees to be proud of what they do and the company they work for. Those who work with purpose put forth their best efforts; a practice that can only benefit your organisation’s goal. It is important to look at every aspect of why people do their work and what drives them to do it.

**Why is employee engagement important?**

The simple answer: because it motivates your employees to be productive and call in sick less often. A more detailed explanation is that a strong foundation for every business lies within the goals and values of that organisation. From the company’s founder to the individuals who answer the phones, every single employee wants to feel heard, valued and trusted. They want to believe that their work has a purpose and that their time is appreciated.

**Top Tips:**

**Communicate openly:**

Establish clear channels of communication and encourage open dialogue. Regularly share information, updates, and expectations. Actively listen to your team members and allow them to express their thoughts, concerns, and ideas.

**Build relationships:**

Invest time and effort in building relationships with your team members. Please get to know them to understand their strengths and interests, and show genuine care and support. Foster a positive and inclusive work environment where everyone feels valued and respected.

**Set clear goals:**

 Ensure that your team has a clear understanding of the overall objectives, as well as individual and team goals. Collaboratively set challenging yet attainable targets and provide regular feedback and recognition for their achievements. This helps to keep everyone focused and motivated.

**Foster teamwork and collaboration:**

Encourage collaboration among team members by promoting cross-functional projects, team-building activities, and brainstorming sessions. Create an environment where everyone feels comfortable sharing ideas, collaborating on problem-solving, and leveraging each other's expertise.

**Empower your team:**

Delegate responsibilities and give your team members autonomy and decision-making authority whenever possible. Trust their abilities and offer support when needed. Empowered team members are more engaged and take ownership of their work.

**Provide development opportunities:**

Invest in your team's professional growth by offering training that suits the person and business, i.e., on-the-job training, online and face-to-face training, workshops, and development programs. Support their career aspirations and provide challenging activities that allow them to stretch their skills and knowledge.

**Recognise and appreciate achievements:**

Celebrate individual and team successes. Recognise and appreciate your team members' efforts and accomplishments publicly and privately. Acknowledge their hard work and contributions, as this boosts motivation and morale.

**Foster a healthy work-life balance:**

Encourage a healthy work-life balance by promoting flexible work arrangements, respecting personal time off, and discouraging overwork. Show empathy and support when team members face unique challenges or stress.

**Lead by example:**

Be a role model for the behaviour and work ethic you expect from your team. Demonstrate integrity, professionalism, and a positive attitude. Show enthusiasm for your work and inspire your team through your actions.

**Ask for feedback and act on it:**

Regularly seek feedback from your team on how to better support them and improve team dynamics. Act on the feedback received, make necessary adjustments and involve the team in decision-making processes when appropriate.

Effective team engagement requires ongoing effort and attention. By implementing these strategies consistently, you can create a supportive and engaged team environment that drives productivity and fosters success.