

# 10 Steps To Building Successful Employee Engagement

Employee engagement can best be summarized as a dynamic partnership in which employees bond with their organization and with each other through shared understanding and a common purpose.



- ☐ Define and Map the organization's Strategy so the Direction is Crystal Clear
- ☐ Communicate the Values, Behaviors and Measurement Criteria that will Signal Success
- ☐ Conduct Strategic Mapping in Every (All) Major Business Unit
- ☐ Create a Performance Management/ Talent Management System
- ☐ Link Incentive Compensation to the Outcomes of Performance Management
- ☐ Set Objectives Based on the Department Strategy Map
- ☐ Make Every Manager Accountable
- ☐ Commit to a Formal Career Advancement/Enhancement Program and Succession Planning
- ☐ Foster Positive, Supportive Relationships
- ☐ Communicate Constantly and Consistently