



# Engagement Action Plan

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# Engagement Action Plan

- Organizations have been deluged with good and not-so-good information about employee engagement.
- Brannick HR Connections believes that there is no single strategy, tactic, or technique that results in employee engagement. Employee engagement requires focus and alignment of all talent management practices in an organization.
- These slides provide information and a tool that you can use to assess employee engagement strengths and opportunities in your organization.

# Core Engagement Issues

- Every part of your talent management process affects employee engagement.
- Actions to improve employee engagement need to occur at the employee, supervisor, team, and organizational levels.
- Engagement strategies and tactics may or may not be monetary.
- A culture of trust and accountability is essential for engagement efforts to be most effective.

# Engagement Action Plan

The following slides provide information and a tool that leaders and organizations can use to identify opportunities to engage employees. The tool can be used in two different ways:

- ***Descriptive.*** Fill in the cells in the action plan with things you or your organization currently do to engage employees. The completed action plan provides a snapshot of where you or your organization is now relative to engagement. Blank cells or cells with little information are untapped opportunities for increasing employee engagement. Generate new ideas to fill or flesh out those cells and then **START IMPLEMENTING!**
- ***Prescriptive.*** Fill in the cells in the action plan with things you or your organization want to do in the future to engage employees. The completed action plan provides a snapshot of where you or your organization wants to be relative to employee engagement. Use the information in this plan to prioritize engagement efforts and then **START IMPLEMENTING!**

# Engagement Action Plan (sample)

	Self/employee	Supervisor	Team	Company
Trust and Accountability	Act in an open and accepting way with boss , coworkers, etc. Do what you say you're going to do	Recognize/support those who act in open/accepting way Do what you say you're going to do	Encourage all team members to act in open/accepting way Hold each other accountable for following through on team commitments	Communicate frequently and openly with employees Involve employees at all levels in the planning and implementation of new initiatives
Recruit	Know what you want in a company and a job Approach only those companies/jobs that are consistent with your preferences	Always be on the lookout of good talent Encourage employees to always be on the lookout for good talent Recognize/reward employees who identify good talent	Help boss/organization recruit others Offer feedback to boss about ways to improve recruiting process	Provide info that applicants want to know Create ways to inform/educate applicants about the company and job opportunities
Hire	Be honest with others about your experience/skills Ask questions to help you make better employment decision	Clearly define what you're looking for Create/use hiring process that focuses on what you're looking for	Provide info to boss about job requirements Offer feedback to boss on candidates and hiring process	Provide hiring managers with tools they need to hire effectively Reward those who make good hires
Engage - \$	Let your boss and organization know what you want See the organization's perspective related to employee pay, benefits, etc.	Reward employees consistently and fairly Educate employees about pay issues/challenges	Realize the value of all team members Educate boss/organization about pay issues	Provide managers with resources they need to reward people consistently and fairly Provide info to employees
Engage – non\$	Let your boss and organization know what you want/expect Be committed to learning new knowledge and skills	Ask employees what they want, then deliver what you can Provide employees with feedback and opportunities to learn/grow	Create/support team efforts in creating a positive environment Be open and direct in dealing with others	Use data from employees to create retention initiatives Recognize others for positive retention

# Engagement Action Plan

	Self/Employee	Supervisor	Team	Company
Trust and Accountability				
Recruit				
Hire				
Engage - \$				
Engage – non\$				