

9 Key to engage employees in the change in times of crisis, March 31 2020

Webinar, Leadership Institute, 1 hour

Click on the following link:

A big thank you to Claude Emond

Outline of the webinar:

You have to work as a team to go in the same direction. It is important to take care of employee interests in order to engage them.

What makes employees disengage?

There are several reasons...

- Employees don't like management
- Employees feel useless
- Employees cannot develop professionally
- There is no possibility of advancement
- Employees are exposed to the management dysfunction
- Employees do not feel appreciated
- The way of leading is not adapted to the context

How do you know what interests' employees?

You have to ask them to find out what interests them.

9 keys to engaging employees

- 1- Sense of purpose (why do we work for this company?)
- 2- Common sense of urgency (sharing the same perception as the employer)
- 3- Mutual trust (if the employees do not trust the employer, there will be sabotage)
- 4- Common vision (if the employees do not have the same vision as the employer, there will be confusion)
- 5- Competence (if the employees do not feel that the employer is competent, there will be anxiety)
- 6- Sufficient resources (if there are not enough people working, there will be anger)
- 7- Appreciation (if the employees do not feel appreciated, there will be a random performance)
- 8- Participatory action plans (if there are no action plans, there will be a false start)
- 9- Mutual benefits (if there are no benefits, there will be a discouragement)