

Staff Engagement and retention

The employment market is shrinking. More redundancies are announced daily, sometimes counter-balanced with announcements of new jobs being created – over a fairly long period ahead, and not any good for helping redundant employees now. What can be done in this situation? The reality is that everyone is facing uncertainty over their personal future. There is a real danger that employees will be looking over their shoulders and wondering what will happen to them next.

Executives will be anxious themselves. Nevertheless, this is a good time to build into the bloodstream processes that enable employees to concentrate and focus on their work, build the confidence needed to be resilient to an uncertain future, and to prepare them for the good times that will eventually turn up.

Staff engagement is key to achieving success in business and services. Staff engagement is characterised by:

Vigour – high levels of energy and mental resilience in the face of difficulties

Dedication – being strongly involved in one's work, a sense of significance, enthusiasm, inspiration, pride, and challenge.

Absorption – fully concentrated and happily engrossed in one's work.

Our programme of Staff Engagement is designed to help businesses and services create and maintain staff engagement and retention, and to help build the confidence required to ensure employees focus on their work, not on their anxieties, and not on other jobs elsewhere.

We can help Executives tackle engagement and retention issues in bite sizes, so that each step can be assessed in terms of its impact on the business.

- We can help Executives to find out what their employees are thinking in terms of their commitment to their business and service.
- We can help Executives strengthen their own resilience to the pressures facing them.
- We can help to put in place the processes that improve staff engagement and retention.

Call us on 0845 833 1597 or email info@orghealth.co.uk