

Driving Employee Engagement.

October 2025



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Agenda

What is Meaningful Engagement and why it matters?

Review positive strategies

Benefits of implementing

Next steps



Meaningful Engagement

- Engaged and connected employees are just happier; they are also more invested in the team's success.
 - *It is defined as how much an employee is committed to helping their organization achieve its goals.*
- It's no longer enough to measure engagement alone.
 - *Its understanding the key performance indicators (KPIs) of employee experiences.*



Disengaged Workers

Let's ponder... what does a disengaged worker look like?

Low quality work

Missing deadlines

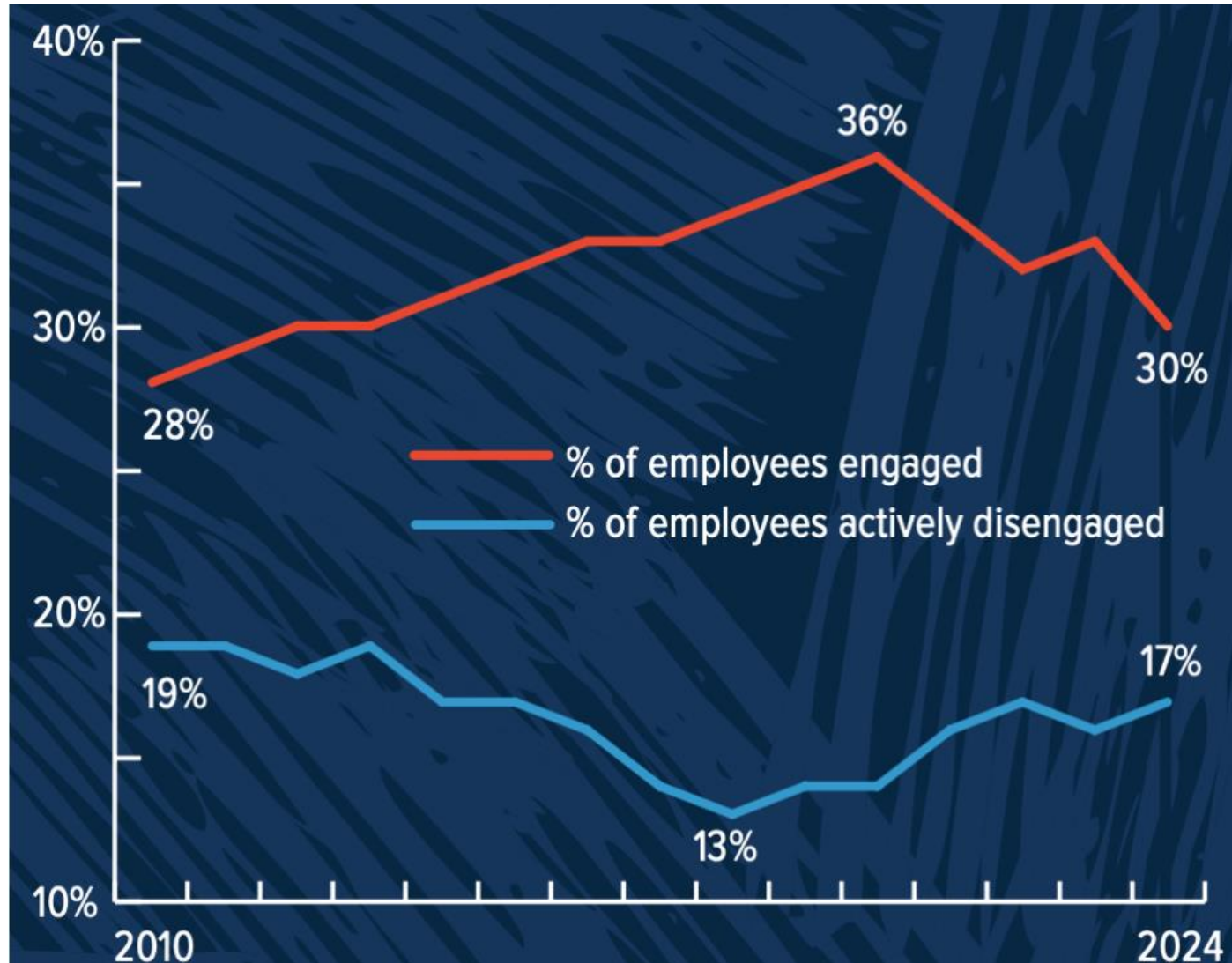
Taking more breaks

Taking time off without notice

An employee who completes their work but is fueled by duty rather than passion or personal interest. This employee may prefer to fly under the radar and might back down from more intense or high-profile work.

So how does this affect you? The organization?

Why does it matter?





Why does it matter?

A disengaged workforce puts your organization at risk of negative outcomes, like costly turnovers, culture problems, declining performance.

- According to Gallup's Employee Engagement Survey, productivity rises by 14% when employees feel enthusiastic about their roles.

Strategies to Foster Engagement



Clear Purpose & Goals
Recognition & Appreciation



Training & Development
Mental & Physical Wellbeing

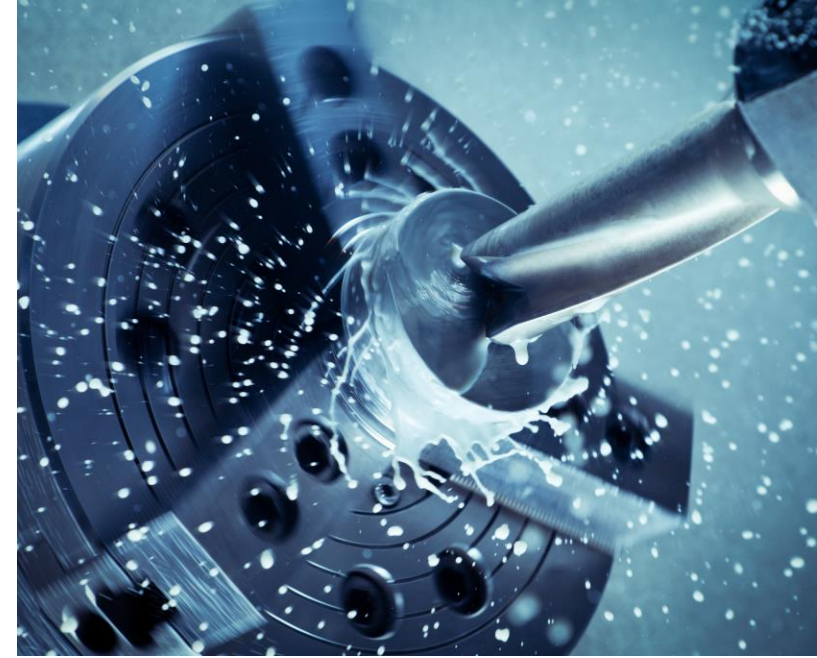


Open Communication
Team Building and Inclusion

Purpose & Goals

Helps workers see how their tasks contribute to company success

- To build a really engaged workforce, values must be sensed, reinforced, and rewarded on a daily basis.
- Understanding a company's principles can help make choices easier to make.
 - For example, if making high quality products is a core value, anything not made up to par can be thrown out.
- **Purpose and passion – people bring motivation, drive and personal meaning to their work**



Retention & Long-Term Success

82% of employees say it's important for their organization to see them as a person

The Human Deal Framework



gartner.com

- Deeper connections
- Flexibility [Autonomy]
- Personal growth
- Well-being
- Shared Purpose

Training & Development

WORKERS VALUE LEARNING OPPORTUNITIES

Training ranks high among 15,066 U.S. workers surveyed.



57%

of U.S. workers want to update their skills.

48%

would consider switching jobs to do it.

71%

say job training and development increased their job satisfaction.

61%

say upskilling opportunities are an important reason to stay at their job.

Source: The American Upskilling Study: Empowering Workers for the Jobs of Tomorrow, Gallup, 2021.



Training & Development

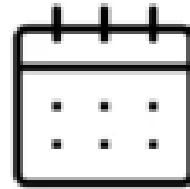
76% to 94% of employees are more likely to stay with a company that invests in their development.

"Upskilling is a massive engine for skill-generation and upward mobility in both income and wellbeing," said Dr. Jonathan Rothwell, principal economist at Gallup



1 in 6

people experience
mental health
problems in the
workplace



12 billion

working days are lost
every year to
depression and
anxiety



Happy employees are

13%

more productive

Wellbeing in the

Workplace

According to the Behavioral Health Workforce Center, in 2023 over a quarter of adults in Illinois reported significant symptoms of anxiety and depression.

In today's fast-paced world, millions of people in the United States are either affected by or know someone affected by mental health challenges.

Mental & Physical Wellbeing

1 in 6 adults live with mental illness

Let's Practice

- Mindfulness
- Setting Boundaries
- Self-Care
- Compassion & Self-Compassion

"We live in a time when science is validating what humans have known throughout the ages: that compassion is not a luxury; it is a necessity for our well-being, resilience, and survival." – Joan Halifax



Team Building & Inclusion

- Team building is more than just a few fun activities.
- Strong work relationships lead to happier, productive teams.
- A recent survey by GUSTO found that nearly all employees believe fostering a sense of community at work is crucial for their success.
- 52% of participants said they had left or considered leaving because they didn't feel like they belonged.



Open Communication

- The activities designed for team building also foster improved interactions.
- Team boosts communication patterns by 50%.
- Managers should create space for open, ongoing dialogue.
- Invite feedback and act on it.

Benefits of Implementing



14% Boost

Employee engagement boots workplace performance by 14%



20% increase in sales

Businesses could experience a boost in sales if employee engagement improved.



23% profit increase

Engaged employees can lead to impressive profit increase



Exceed goals by 15%

Companies investing in Management Training often exceed their goals by 15%




54% of workers stay

Longer because they felt a deep connection to their workplace

\$1,500

Replacing an hourly worker average



Next Steps- There is no quick fixes

- **Identify who is responsible for the engagement.**
- **Strategies start at the top of an organization.**
 - Model engaging behaviors.
- **Redefine managers' roles and expectations.**
 - Employee engagement should be a manager's primary responsibility.
 - The greatest cause of a workplace engagement program's failure is this: "employee engagement is widely considered "an HR thing?"
- **Create evaluation practices that help managers accurately measure performance and hold employees accountable.**

Thank You!

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<https://www.teamland.com/tools/team-building-roi-calculator>



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