

Employee Engagement

*Powerful Sentences of Advice for **MANAGERS***



**The Employee
Engagement Network**

Hosted by David Zinger

Employee Engagement for Managers In One Sentence

What would be the advice you would give to a MANAGER to improve employee engagement? What if that advice could only be one sentence?

Read these contributions from members of the Employee Engagement Network.

I formed this network two years ago to advance employee engagement around the globe. This e-book was created from a forum at the Employee Engagement Network. Join us today at www.employeeengagement.ning.com



Edited by David Zinger

David Zinger is the founder and host of the expanding Employee Engagement Network. He is a global employee engagement expert and leader living in Winnipeg, Canada.

Website: www.davidzinger.com

Email: zingerdj@gmail.com

Phone: (204) 254-2130.

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The Employee Engagement Network

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Page 2

Employee Engagement for Managers In One Sentence

Authors

Abudi, Gina
Allen, Mark
Andolfi, Lorenzo
Barlisen, Wendy
Beauford, Jason M.
Bock, Wally
Brown, Craig
Brusman,
Dr. Maynard
Buckingham, Ian
Budhiraja, Sunil
Buxton, Anna
Canale, Phil
Carrera, Deanna
Clark, Bobby
Collins, Jason
Cox, Bonnie
Daines-Hibbitt,
Donna
D'Aprix, Roger
Davis-Thomas,
Jaime
Deeks, Sam
Dev, Sujata
Di Maulo, Sonia

Donkerbrook,
Bernie
Donovan, Loretta
Douglas, Jean
Engels, Mary
Eikenberry, Kevin
Face, Larry
Ferris, Gregory
Gahotra, Saurabh
Gastaldi, Mario
Gaur, Vishwash
Gerbyshak, Phil
Gill, Stephen J.
Glynn, Warrick
Gordon, Cindy
Hart, Michael J.
Hart, Peter
Harvey, Jon
Heimen, Frode
Hess, Nancy J.
Irvine, Derek
Jacobs, Susanne
Johnson, Phil
Jones, Brian
Kenlon, Anne

King, Ed
Kinjerski, Val
Klein, Mike
Krausert, Jason
Lanc, Rudolf Peter
Latimer, Deri
Lewis, Nancy
M F, Dr. Jose
McLeish, Judy
McQueen,
Madeline
Melrose, Richard
Michau, Danny
Miller, Diane
Mireille
Missildine-Martin,
Cathy
Mittal, Abhishek
Mohanty, Shweta
Monimoy
Nagle, Trevor
Nelson, Judy
Nelson, Kurt
Nickols, Fred
Nicks Jr, Martice E.



Employee Engagement for Managers In One Sentence

Authors

Paugh, Ryan
Pease, David
Phegan, Barry
Qutob-Cabral,
Shereen
Raffaella
Ramakrishnan,
Ganesh
Rapti, Andriana
Rausch, Tom
Reardon, Skip
Robbins, James
Roesler, Steve
Rosselli, Rev. James
Russo, Diana
Sansom, Lisa
Saunderson, Roy
Schmidt, Gordon
Schonegevel, John
Schuetz, Anja
Scott, Bill
Seamon, Terrence
Seghers, Ray
Sharma, Rajan
Shaw, Doug

Shrotryia, Vijay
Kumar
Siingh, Gurprriet
Simmerman,
Dr. Scott
Singh, Jasbindar
Smith, Michelle M.
Soucie, Jeremiah
Span, Scott H.
Starchuk, Colleen
Stershic, Sybil F.
Stewart, Getty
Taggart, Jim
Thomas, Paul
Thorn, Robert S.
Tikaram, Winston
Vidhyarthi
Werthman, Lea
Witzke, Elwin
Wood, Samantha
Yorke, Chuck
Zinger, David



Employee Engagement for Managers In One Sentence

Make time to discuss expectations - both what you expect of your employees, and what your employees expect of you.

Jason M. Beauford

Don't give someone responsibility for something, unless you are also going to give them the power to affect it.

Samantha Wood

Your motivation is not their motivation - understand what motivates your employees and harness that information to bring out the best in them.

Phil Canale

Develop your employees for their career and for the future of the organization; have trust in them and make them trust you as well.

Sunil Budhiraja

As a manager, your job is to develop others because, if you grow your people, they will grow your business.

Terrence Seamon

Reach out and engage your employees everyday... learn their names and know their stories.

Peter Hart



Employee Engagement for Managers In One Sentence

Foster a culture of trust through honest communications and demonstrating a sincere interest in helping your employee grow professionally.

Bobby Clark

Create opportunities for autonomy, give your employees the “what” and let them come up with the “how”.

Jason M. Beauford

Close the computer and expose your heart - shut your mouth and open your ears - you create engagement when you become engaged.

Kevin Eikenberry

Involve employees in decisions that will affect them, they may have some great ideas that you haven't thought of and will be more supportive of the final outcome.

Gina Abudi

For great managers, the path toward engaging employees and keeping them engaged begins with asking them what they want and what is important in order to be effective in their roles.

Dr. Maynard Brusman



Employee Engagement for Managers In One Sentence

Communicate honestly, plainly and often.

Jason M. Beauford

Engagement should be treated as newborns - everyone takes place in the growing process and they should never be left unattended.

Andriana Rapti

Managers or supervisors can engage employees by demonstrating little acts of kindness for absolutely no reason at all - can I help you carry that? - is there anything I can get for you? etc.

Wendy Barlishen

Be congruent and transparent, say what you mean and do what you say.

Scott H. Span

Assist each employee to understand the deeper purpose of his or her work - who or what cause is it helping - and why.

Val Kinjerski

Start from where they are at.

Jon Harvey



Employee Engagement for Managers In One Sentence

Only hire people with passion for what they do; create a work environment that fosters and facilitates the expression of that passion and use a communication style that makes it safe to stretch, fail and grow.

Martice E Nicks Jr

Don't just listen to your people but also act on what they're telling you.

Fred Nickols

Understand the needs of your employees and make room to accommodate when you can, and be honest about why you can't.

Jason M. Beauford

Reach out to their hearts and values, look beyond the Employee ID number and make a genuine effort to see and hear the person.

Shereen Qutob-Cabral

Engagement is a relationship that requires regular maintenance.

Anna Buxton



Employee Engagement for Managers In One Sentence

Open yourself to influence by others and they will open themselves to your influence.

Fred Nickols

Check your own engagement regularly - you need support, recognition and inspiration as much as your employees, in order provide an environment that will engage your people fully.

Anna Buxton

Care for people around you and get to know who they are, what strengths they bring and what's important to them.

Lisa Sansom

Understand every member of your teams motivation, align their aspirations to a clearly communicated business direction, give them all the tools to do the job and then empower them to deliver.

Susanne Jacobs

Think: if your boss approached you the way you're about to approach your employee, what would your interior response be?

Rev. James Rosselli



Employee Engagement for Managers In One Sentence

Every day do a quick maintenance check - do people know why, how, when and what they are doing and are they free to ask these questions of you?

Anna Buxton

It is very easy to forget your own journey, share your failings as you grow, treat your team members as mates and inspire them.

Danny Michau

Set performance goals collaboratively with employee and then hold yourself and employee accountable for achieving those goals.

Stephen J. Gill

Engagement is about capturing the hearts and minds of your team, open your heart and show you believe in them and truly care about them as people and they will move mountains.

Tom Rausch

Having a shared and compelling vision, continuously reinforced by communication, transparency, involvement and leading by example.

Winston Tikaram



Employee Engagement for Managers In One Sentence

One secret for managers and supervisors to successfully engage employees is to strive to be interested, not interesting.

Judy Nelson

You understand them, they would understand you which would be best for their engagement.

Vijay Kumar Shrotryia

Ask the employee to share what they would like to be reviewed on, and how often.

Gurprriet Siingh

Be a facilitative leader and encourage others to be - make real connections - care for people's accomplishments - stimulate real conversations - offer direction while restraining yourself - let others be part of the achievements.

Mario Gastaldi

Managers and supervisors can engage employees by communicating expectations and how the employees role contributes to the overall big picture (sense of purpose).

Cathy Missildine-Martin



Employee Engagement for Managers In One Sentence

Best way to engage employees: communicate the ends and let them decide the means.

Vijay Kumar Shrotryia

Ask people what they want to achieve, then help them achieve it.

Steve Roesler

Remember, nobody ever washes a rental car as engagement is about perceived ownership and active involvement.

Dr. Scott Simmerman

Communicating “what” is not enough - explain the “why” behind everything.

Abhishek Mittal

Strive to engender trust by doing what you say and say what you do.

Trevor Nagle

All of us know more than any of us - and it is dangerous to know the answer, since there are generally lots of possibilities for workplace improvements.

Dr. Scott Simmerman



Employee Engagement for Managers In One Sentence

Be real, don't use jargon, and be honest - if something is going to hurt people would rather be prepared!

Raffaella

Remember that employees are human first; seek to build what matters the most to humans - personal relationships.

Abhishek Mittal

Ask and ye shall receive and boss spelled backwards is certainly self-explanatory: as in, "I'm the boss here".

Dr. Scott Simmerman

Teach your employees how to manage up - some people think this is "brown nosing" but it's really about helping your boss understand who you are.

Ryan Paugh

... master the art of asking questions!

Bonnie Cox

Treat people the way they want to be treated, not the way you want to be treated.

John Schonegevel



Employee Engagement for Managers In One Sentence

Write a positive feedback on a post-it note and secretly stick it in eye-sight for a surprise positive start in the morning.

Frode Heimen

When employees come to talk to you, do not carry the “I am very busy” look.

Abhishek Mittal

Show up a lot and have lots of conversations.

Wally Bock

There are six key principles for engaging employees: ask ask ask ask ask ask.

- any questions?

Dr. Scott Simmerman

Know when to ask, and know when to tell - if in doubt, ask.

Mike Klein

A desk is a dangerous place from which to view the world.

Dr. Scott Simmerman



Employee Engagement for Managers In One Sentence

We're always watching you.

Jaime Davis-Thomas

A workplace where employees know more, do more and contribute more.

Gregory Ferris

Don't forget that not so long ago you were sitting where they are....now ask yourself, "how would you have responded"?

Ian Buckingham

If you are not getting the results you want give more.

Phil Johnson

Take your own "engagement pulse" - the degree to which you are committed to and enthusiastic about your company and your work are directly related to how engaged your employees might be.

Loretta Donovan

I really truly appreciate the efforts put in by my team week in and week out - without them I am nothing!

Craig Brown



Employee Engagement for Managers In One Sentence

Two ears, one mouth - listen more than you speak!
Abhishek Mittal

Ask open questions (who, what, where, how, why, when) and give your employees the space to answer by listening without comment.
Madeline McQueen

Trust your employees, respect them for their unique contributions and negotiate appropriate work challenges to keep them growing.
Colleen Starchuk

Listen, remember that listening is not agreeing - open not just your ears to hear but your heart to understand - verify facts before jumping to conclusive judgment - endeavor to influence while being willing to be influenced.
Ganesh Ramakrishnan

Employee engagement is Job1 for managers because it links people with tasks and gives you a means to accomplish your mission and reach your vision.
Ray Seghers



Employee Engagement for Managers In One Sentence

Discover why you are engaged first and then go and help others find their own raison d'être - or reason for being - and you will have the source for engaged employees.

Roy Saunderson

There is only one thing on my checklist - that is - what I can inspire in others - it is the only way to build sustainable progress.

Donna Daines-Hibbitt

Tell people why their roles matter to the organization. Teach them the “vital signs” of the business.

Abhishek Mittal

Elicit and encourage ideas from your people that can positively impact productivity, customer experience, employee experience, operations etc. and then implement the great ones, giving credit where credit is due.

Madeline McQueen

“People honor a culture that honors them.”....Take the time to recognize, appreciate, value and honor your people.

Bernie Donkerbrook



Employee Engagement for Managers In One Sentence

One sure way of keeping your employees engaged is by being in sync with their current and future career aspirations.

Monimoy

An engaged worker is a worker who feels he/she has an impact on the nature of his/her job and actually does.

Gordon Schmidt

Specifically, clearly and consistently tell employees what behaviors and efforts are most necessary for company success by thanking and recognizing them when they demonstrate those behaviors in daily work.

Derek Irvine

Employee engagement requires looking holistically at an employee's work life and ensuring that they have an opportunity to fulfill the four main drives that motivate - the drive to acquire and achieve - the drive to bond and belong - the drive to be challenged and comprehend - and the drive to define and defend.

Kurt Nelson



Employee Engagement for Managers In One Sentence

Avoid accusation and blame, create a personal responsibility culture... lead by example.

Madeline McQueen

Greet them daily - listen, laugh, coach, and learn - recognize and reward them simply and often.

Nancy Lewis

Employee engagement begins with managers understanding employees – i.e. who they are, why they work and what they want in return.

Richard Melrose

To engage with people's hearts and spirit, find ways to build authentic connection with them which in turn will reinforce your communication and clear expectations.

Jasbindar Singh

Imagine for a day that your people are working for free, which requires you to rely on trust, influence, and vision to motivate them.

James Robbins

Learn employees' strengths, let them use their strengths and show them how they make a difference.

Getty Stewart



Employee Engagement for Managers In One Sentence

To be a leader you need followers - the most important role of any leader is to develop your talent.
Rudolf Peter Lanc

Focus on what your employees are doing right with praise and recognition and coach them in the areas in which they require development, supporting them through their learning process.
Madeline McQueen

Ask yourself, “How can I make my employees WANT to engage today?”
Anja Schuetz

Say hello and ask them how their day is going.
Peter Hart

Some get engaged when you acknowledge what they do, and others become engaged when you acknowledge who they are.
Jason Krausert

Show interest and recognize each individual’s different needs, skills and motivational drivers and respond to them accordingly.
Anja Schuetz



Employee Engagement for Managers In One Sentence

Create and support one language for your employees by clearly communicating the mission, values, and team agreements of your organization.

Larry Face

Every week, make time to connect with your team on a human level by asking questions about what really matters to them, then find ways to connect their work to those vital few things that matter.

Phil Gerbyshak

Don't wait for i's to be dotted and t's to be crossed before you communicate with employees - start the discussion even if you only have part of the future picture or the discussion will start without you.

Warrick Glynn

Listen actively, be honest, and prepare everyone for great results.

Doug Shaw

A manager shall know one's team member more than his/her mother knows him/her.

Shweta Mohanty



Employee Engagement for Managers In One Sentence

Get to know your employees and it will be easier to engage them.

Deanna Carrera

Don't just do something - stand there!

Dr. Scott Simmerman

Start by understanding your own level of engagement and how it affects your employees, as they're unlikely to put their "all" into the job if you're not fully engaged.

Sybil F. Stershic

What can leaders do to motivate and influence the entire team - connect.

Vishwash Gaur

Ask and ye shall receive.

Dr. Scott Simmerman

Leaders must communicate their vision in a way that inspires others to "believe".

Vishwash Gaur



Employee Engagement for Managers In One Sentence

Communicate the organization's strategy to everyone in the workforce: if they aren't exposed to the direction, goals and objectives, and given the opportunity to understand and buy into it, how can they possibly be held accountable for executing on it?

Skip Reardon

Be congruent in what you say and what you do.

Sam Deeks

“No, no, no, Lisa. If adults don't like their jobs, they don't go on strike. They just go in every day and do it really half-assed.” ~ Homer Simpson

Robert S. Thorn

It's not enough to just talk about engagement - you have to model it in everything you do - become an example of the kind of employee everyone wants on their team.

Lea Werthman

All you gotta do is ask!

Chuck Yorke



Employee Engagement for Managers In One Sentence

People forget 75% of what they hear within 48 hours, so employees need you to make things visual for them.

Mark Allen

Include this question in every single discussion: “What do you think?”

Anne Kenlon

Your job is to create intensely loyal customers through intensely loyal employees...by stirring the emotions of your people.

Ed King

Ask, and answer, the question ‘who are you and what do you want?’

Deri Latimer

Listen more than you speak, stay curious when challenges arise, and be brave enough to create the engaging environment that your employees deserve.

Mary Engels

Be there when they need you.

Jean Douglas



Employee Engagement for Managers In One Sentence

Engagement is not a leadership entitlement - it is to be earned by right behavior.

Roger D'Aprix

Offer feedback that inspires - a few words, a gesture, a smile - be specific - the little things you notice merit acknowledgement.

Sonia Di Maulo

They trust you - have you told them you trust them?

Jean Douglas

Offer feedback that makes your people “better” - your words are not constructive or negative - the purpose of your words is to make them better!

Sonia Di Maulo

Stand in authenticity; for yourself - walk the talk around corporate mission and values and ask your staff to hold you accountable; for your staff - shine the light on their key personal core values and empower them to live these values through their work.

Cindy Gordon



Employee Engagement for Managers In One Sentence

Don't rely on the annual employee evaluation - give positive and developmental feedback every day if necessary so that employees always know where they stand.

Brian Jones

Find out what's important to the person, how it's going in the real world, and check it regularly.

Diane Miller

Boost company morale and engagement by creating giant posters filed with employee photographs and text celebrating company successes.

Mark Allen

Turn vague workplace comments into meaningful conversation with questions like: "what does it look like when no one is communicating?" or, "what is the heart of the matter for you?" or, "why is that important to you?"

Nancy J. Hess



Employee Engagement for Managers In One Sentence

Share your power willingly; soak up the knowledge others possess; and be open to outcome, not attached to it.

Jim Taggart

Be sure to understand what your employees are engaged with - their job, work group, direct manager, the leadership, the company, etc.

Paul Thomas

If you focus on engagement, productivity will follow, if you focus on productivity, you may not get it.

Barry Phegan

The most important priority for leaders is to cultivate, appreciate, and leverage the vast untapped potential of every employee in their organizations.

Michelle M. Smith

The management equivalent of 'Air' is to practice transparency with team members by managers.

Dr. Jose M F



Employee Engagement for Managers In One Sentence

Listen - zip your mouth - don't interrupt them when they are opening up to you and expressing their feelings - remember, it's about them not you!

Elwin Witzke

Before you start engaging an employee, know him and respect him as an individual first and engagement will follow.

Saurabh Gahrotra

The real challenge to engage employees is to gain trust by giving them autonomy to shape their own jobs to their own wishes, interests and strengths but always aligned with an open and transparent organisational vision and strategy.

Lorenzo Andolfi

Look beyond generic engagement tools: focus on personal drivers from employees, group them accordingly and align engagement tools.

Diana Russo

Engagement is to be seen not as an activity but as the only way society works.

Rajan Sharma



Employee Engagement for Managers In One Sentence

Do two things - trust your employees unconditionally and give them more responsibility than they would ever expect - they will rise to the occasion and surpass all expectations.

Jeremiah Soucie

As a leader it is your job to facilitate progress - be the agent of change not the barrier to it.

Judy McLeish

A manager should always remember he/she is “on stage”- and his/her subordinates notice every little trait so always exhibit the behavior you would want them to emulate.

Saurabh Gahrotra

Manage by being a part of them, not by standing apart from them.

Sujata Dev

Create a culture of success - everyone wants to work for a winner!

David Pease



Employee Engagement for Managers In One Sentence

You must make the choice to be engaged with your employees every day - for engagement is a decision before it is an action.

Michael J Hart

Effective employee engagement is about developing your staff to care about the future of your organisation - only you as their manager can demonstrate the readiness of your organisation to deliver it.

Jason Collins

Be a role model to your team members and they will reciprocate in a positive manner.

Vidhyarthi

Remember employee birthdays - make it a personal holiday!

David Pease

Remember to value your people rather than evaluate their performance.

Bill Scott



Employee Engagement for Managers In One Sentence

Employee engagement is the result of good and well directed human capital investment and the outcome is significant returns - value realised can be measured across retention, productivity, innovation, reduced absenteeism and improved commitment and morale - humanise your business by creating an environment where every person can reach their full potential and are truly valued and recognised for their contribution - and your organisation will be rewarded many times over.

Susanne Jacobs

Stand up for your team members in public - address setbacks in private - they will develop respect and trust for you as their manager.

Vidhyarthi

Come to work each day with a big smile wishing each employee a “good morning” and a “successful day”!

David Pease

Make time for yourself so you can be full present for others.

Mireille



Employee Engagement for Managers In One Sentence

Ask for honest powerful inspiring feedback from your employees and gain their trust and respect.

Sonia Di Maulo

Recognize that employee engagement is not a fluffy extra but the fundamental way you will get work done with others through conversation, co-creation, community, mutuality, and other inclusive approaches to achieve results that matter to organizations, customers, leaders, employees, and yourself.

David Zinger



Jump in...



Now take some of our sentences and make them come alive in your organization.

Would you like to contribute your own sentence on employee engagement?

Jump into the conversation and employee engagement community by joining us at [The Employee Engagement Network.](#)

If you want more information about employee engagement or the network contact David Zinger at zingerdj@gmail.com or (204) 254-2130

