



Employee Engagement & Motivation

Smart companies are focusing more on Employee Engagement, EVP (employee value proposition) and Employee Morale Boosting Programs instead of Sales, Marketing and Leadership training which are management centric. What about you?

Your employees need more than a paycheck; they need a – Psychological Paycheck

Do you have a dedicated agenda (along with a team) and structure (with definite parameters) for the above?

Are you or your management aware, how much poor morale is costing the company?

Just think for a while and consider the following:

1. How much does the hiring and training cost when you have to replace only one employee?
2. How much do the hours of lost productivity cost because your staff has low energy?
3. How much is the cost of a lost customer (external or internal) because an employee had a negative attitude on the phone?
4. How much money are you losing because of a lack of employee cooperation and team spirit?

You may know all of the above; however, do you have a sound mechanism to measure them and take appropriate action?

It's all up to you!

Whether you are a supervisor or a manager, solving employee morale problems is up to you.

1. When employees gripe, complain and gossip about conditions at work, it's up to you to create a positive atmosphere and a cooperative spirit
2. When they are depressed and lethargic, it's up to you to energize them
3. No matter what tough employee morale problems crop up, you have to be ready to fix them. If you don't, it costs your company money
4. Creating an employee motivation program is essential to building employee morale and decreasing employee turnover

Again, you may know all of the above; however, do you have a system in place to take appropriate action?

When it comes to employee morale – doing ‘nothing’ is very Expensive!

“How do you motivate your staff?”

To entice them with a sweeter carrot... or Threaten them with a sharper stick...

Do you dangle a carrot first to get your job done? Or give the carrot first and support them to get the job done?

Your people expect a salary for the work they do, but they need more than money to remain loyal, enthusiastic, passionate, proud and happy workers.

They need:

1. Social interaction with their co-workers – mostly the same old snacks & tea/coffee breaks don't work...
2. Respect and appreciation from their managers and peers – often undermined or done very little...
3. Opportunities to learn and become more valuable employees – rarely practiced

These are some of the employee morale problems:

1. A major change in the company structure – a modern day phenomenon
2. A negative attitude – practiced so often with precision
3. Co-workers don't get along – not much attention is paid
4. Employees being laid off –
5. Joylessness –
6. A gloomy atmosphere –
7. Lack of communication –
8. Low energy –
9. Stress –

Do some of them resonate with your company? We would be happy to help you.

7 key Areas for examination: (Details will be shown through practice in the training program)

1. Employee Relationships...
2. Company Communication...
3. Appreciation and Recognition...
4. Employee Input...
5. Accomplishment & Fulfillment...
6. Personal & Professional Growth...
7. Employee Spirit... (there are about 10 different areas...)

When you learn which areas need improvement, you can spend your time on the most effective morale boosters: And the outcome is:-

1. Increase employee productivity
2. Builds Employee Loyalty
3. Energized & Enthusiastic employees
4. Reduce absenteeism & turnover
5. Creates a cooperative team spirit
6. Happy to come to work and have fun at work
7. A positive environment where people are eager to help others every day and do their best – take up challenges (bigger the better)

Please call us for a face to face meeting to understand you and your organization for mutual benefit.

Thank You

Ajay Gomes – Success Coach

You can reach me at ajay@ajaygomes.com or call me 9818058080