

Riding the rollercoaster of employee engagement

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01

How the world has
and is changing



01

There's been a
desire, a need for
connection and
community



02

**We've been
celebrating the
good in the world**





03

There's been a
strong focus on
diversity and
inclusion



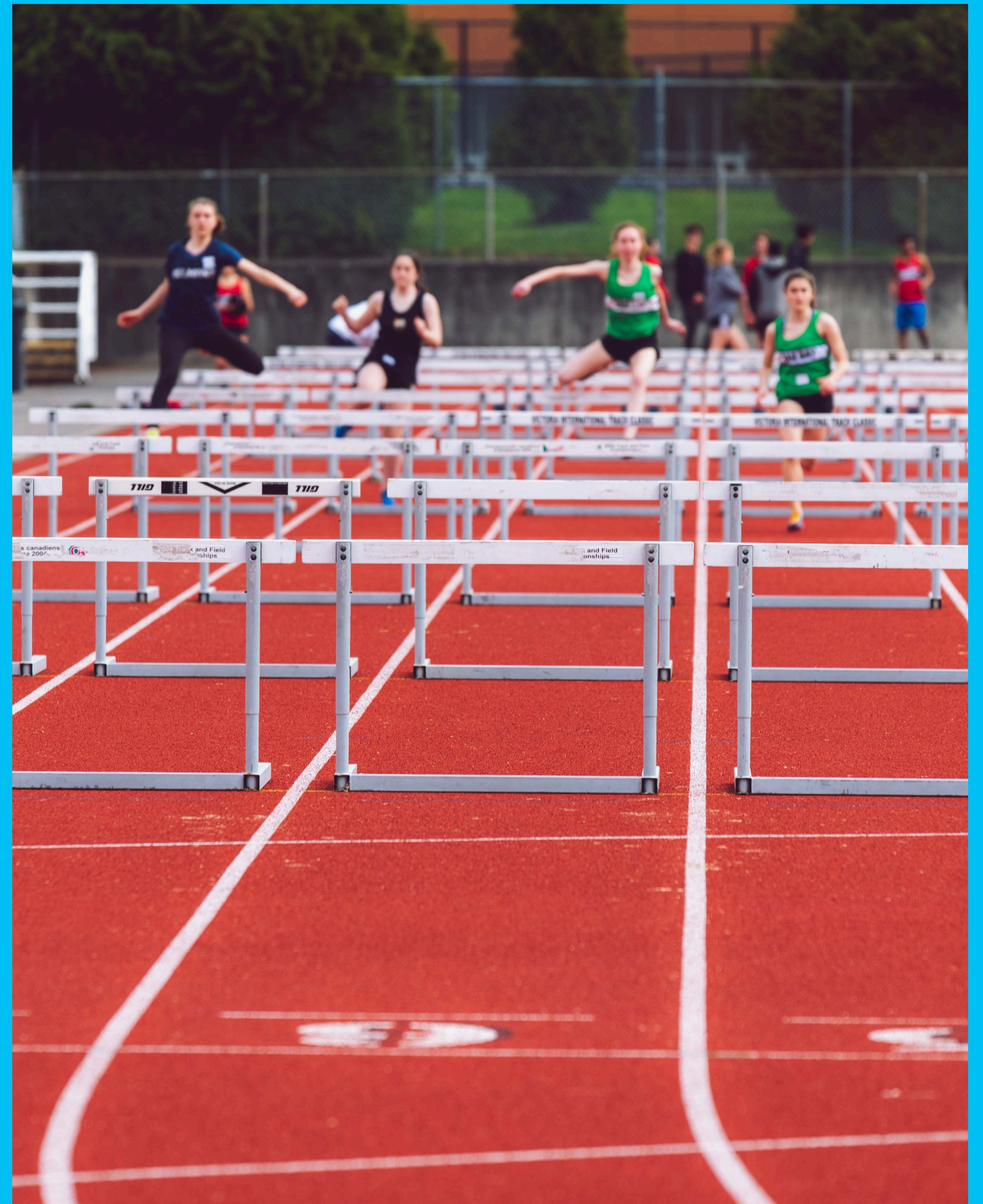
04

There's an
acceptance that it's
OK to show the
real you - be
human



05

There's a need for
a quicker and
more agile
approach

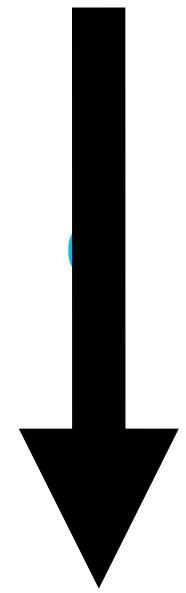


06

The definition of
employee
engagement has
changed



AN ENGAGED EMPLOYEE...



1

UNDERSTANDS AND
BELIEVES IN
DIRECTION THE
COMPANY IS GOING
IN

2

UNDERSTANDS HOW
THEIR ROLE IMPACTS
AND CONTRIBUTES

3

GENUINELY WANTS
THEIR COMPANY TO
SUCCEED

4

BELIEVES THAT THEIR
COMPANY CARES
AND SUPPORTS
THEM

WHEN EMPLOYEES FEEL THEIR COMPANY CARES

10x

MORE LIKELY to recommend their company as a great place to work

9x

MORE LIKELY to stay at their company for three or more years

7x

MORE LIKELY to feel included at work

2x

AS LIKELY to be engaged at work

4x

LESS LIKELY to suffer from stress and burnout



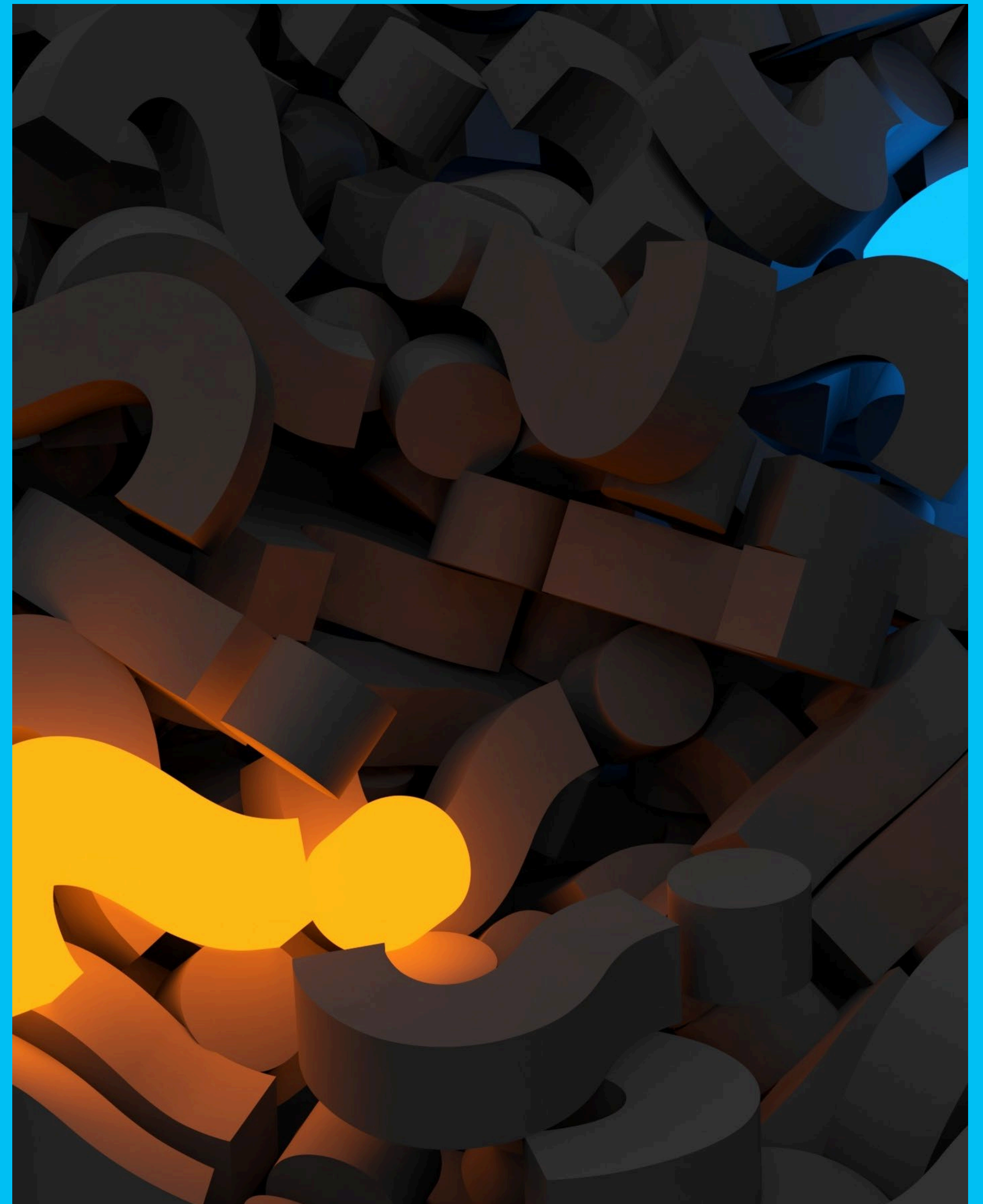
02

**8 things to do to
engage your
workforce moving
forward**



01

Reasses your
objectives - your
'why'



02

Reassess your
actions - your
'what'



03

Find ways to
communicate in a
more open, honest
and transparent
way



Doug's Weekly Update - Welcome WFH



by [Doug Butler](#)
posted 2 weeks ago in [boom! Newsfeed](#) · 11m read

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Hello Betta.

It was a week for the history books, and we now face a future with new challenges and, importantly, new opportunities. The theme of our latest

04

**Find ways to
connect your
workforce**



WHAT COMPANIES ARE DOING . . .

Exercise
classes

Meditation
sessions

Chess
classes

Nutrition
classes

Cooking
classes

Cocktail
making
classes

Magic
show

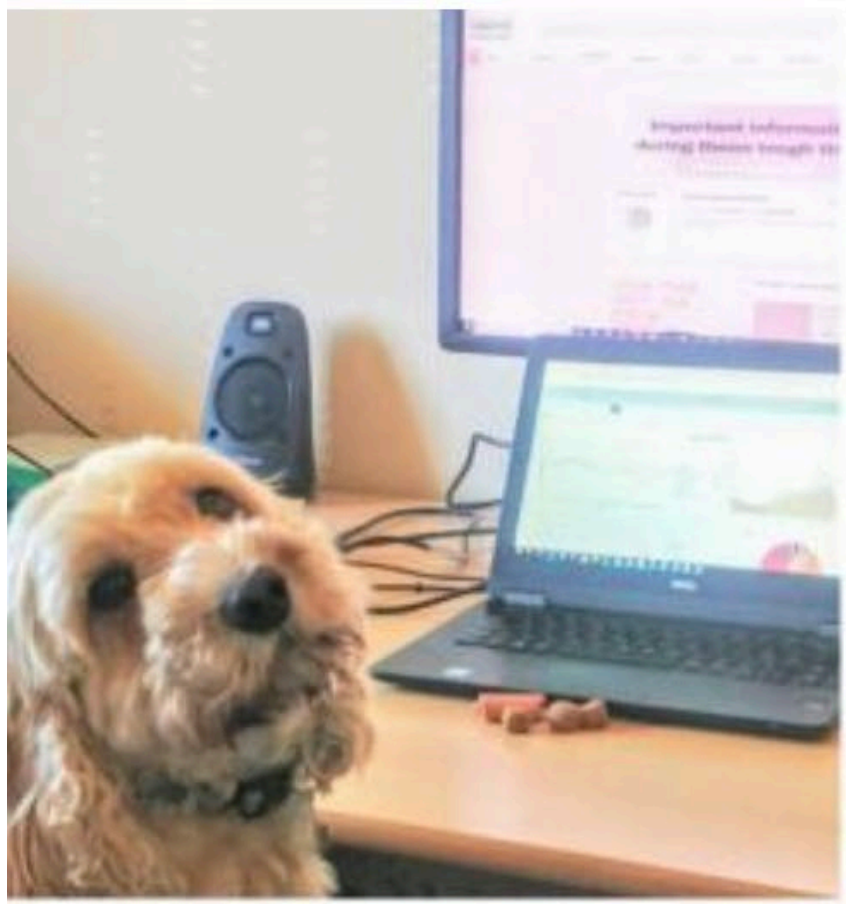
Talent
competition

Pub
quizzes

Dessert
Island Discs

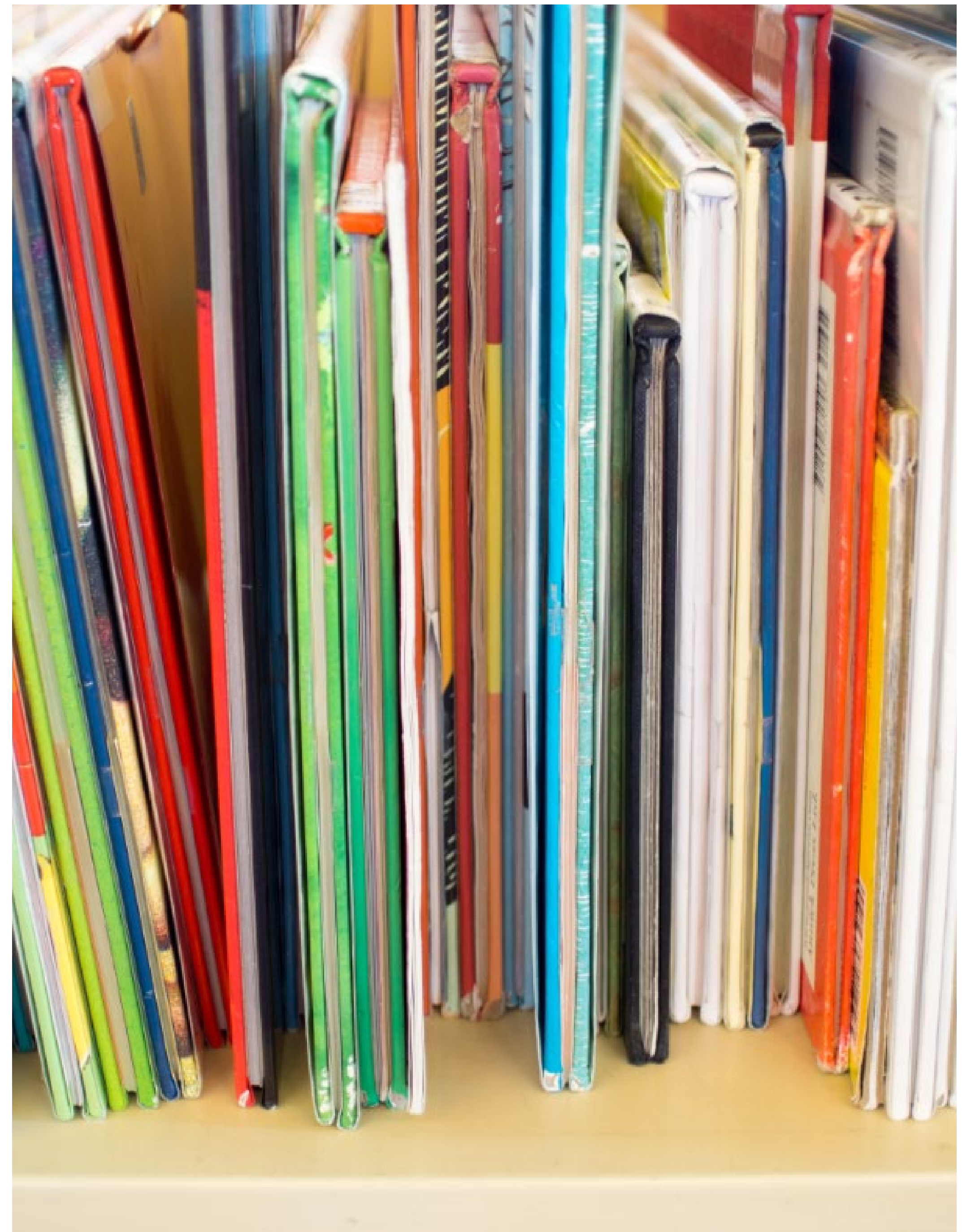
Pinot &
Picasso

Murder
Mystery
Party



**HAPPY
MONDAY**

#teammissguided





Everything is Peachy!

(Said no one ever in 2020)



PIE EATING CONTEST

05

**Bring your values
“out to play”**









DON'T WAIT TO BE ASKED

CAMP ZOOMITUDE



WE CARE FOR OUR TEAMMATES

WE CONTINUOUSLY ADD VALUE





THINK DIFFERENTLY



CREATE FUN & A LITTLE WEIRDNESS

06

Show your
employees that
you genuinely
appreciate them





**Sending you
virtual hugs**

#teammisguided

Hey homie!

#teammisguided

**High five
from home**

#teammisguided

**You make
working from
home sweeter**

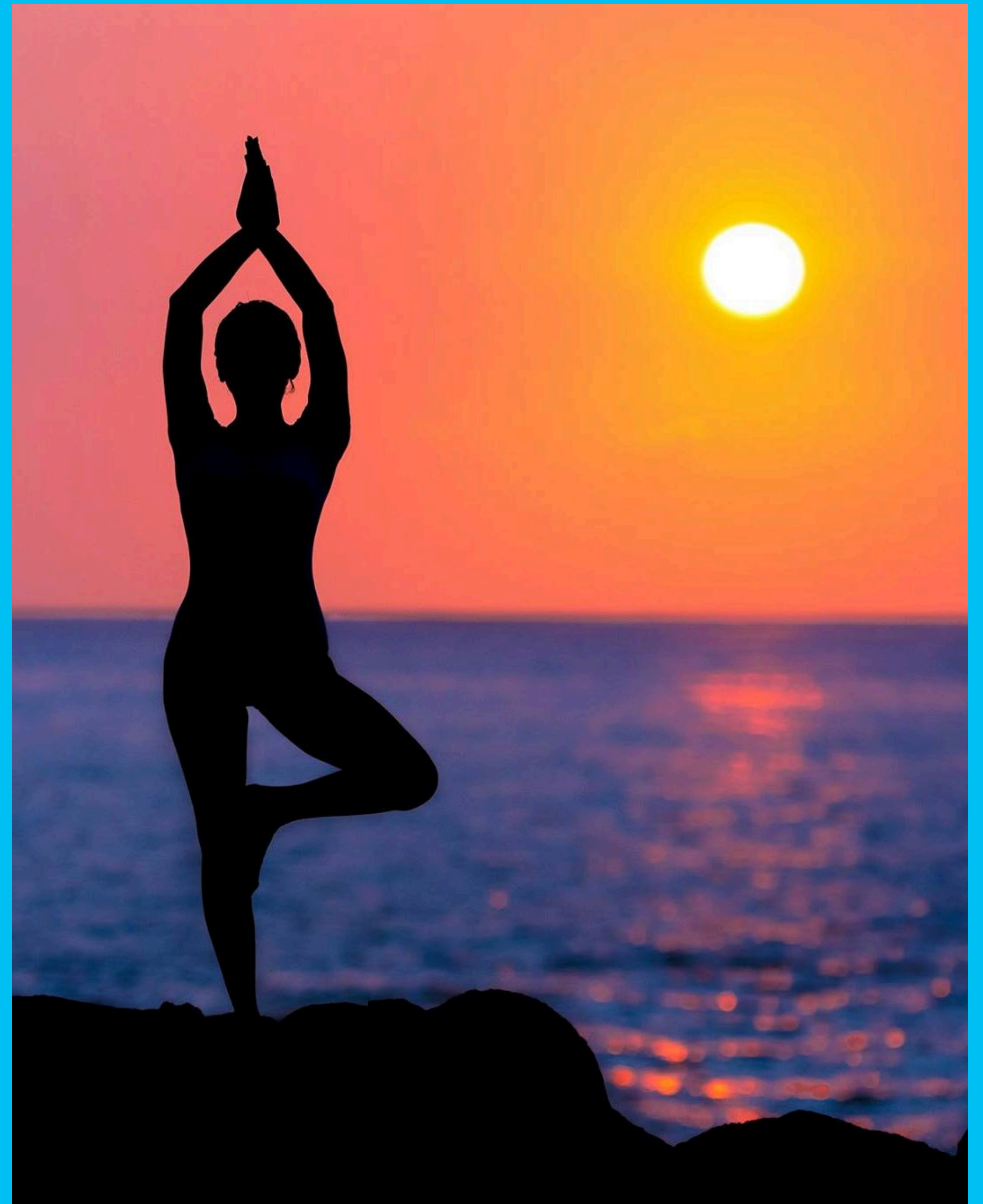
#teammisguided

HOTEL



07

Find ways to
support the overall
wellbeing of your
workforce



Wellbeing elements:

Physical



Mental

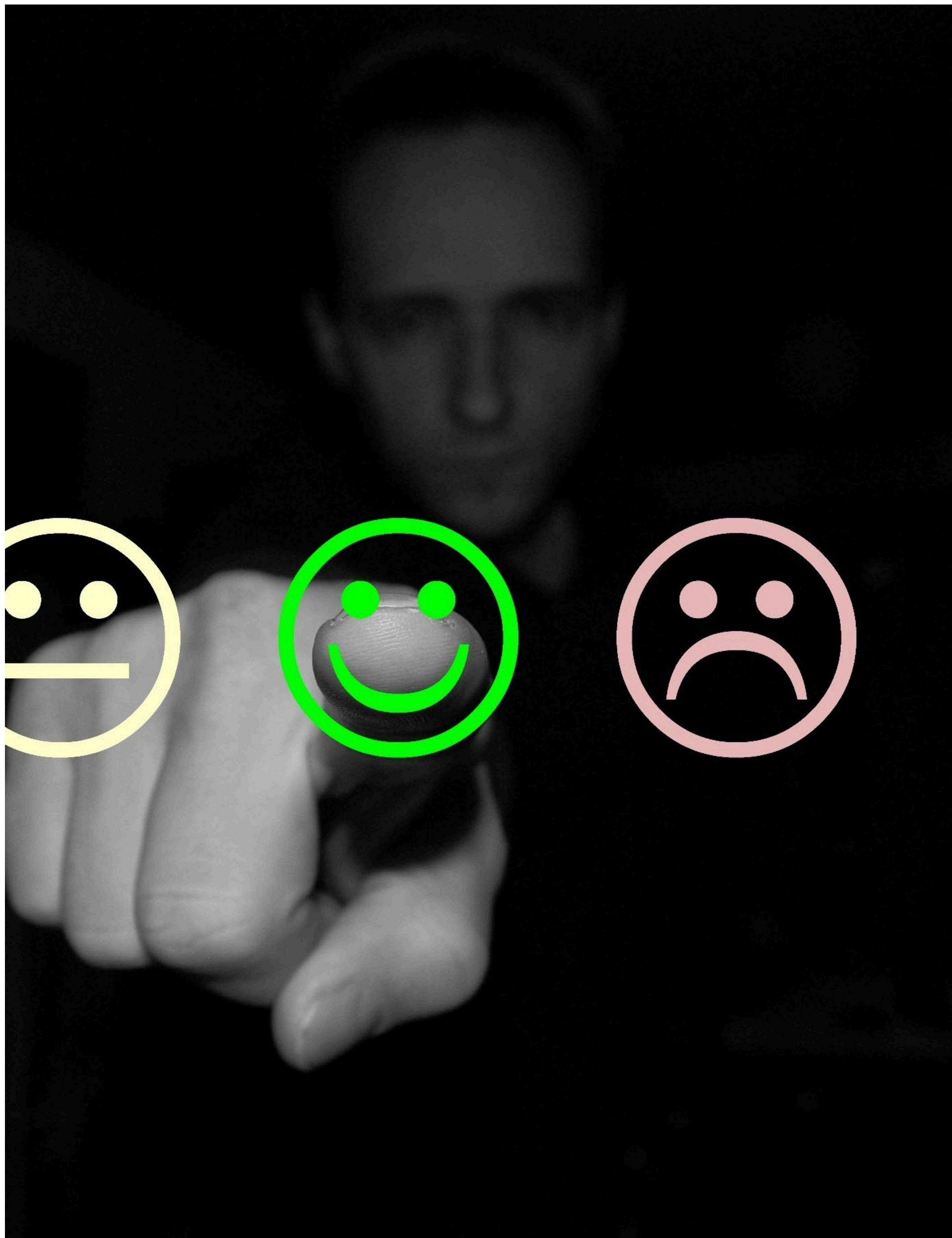


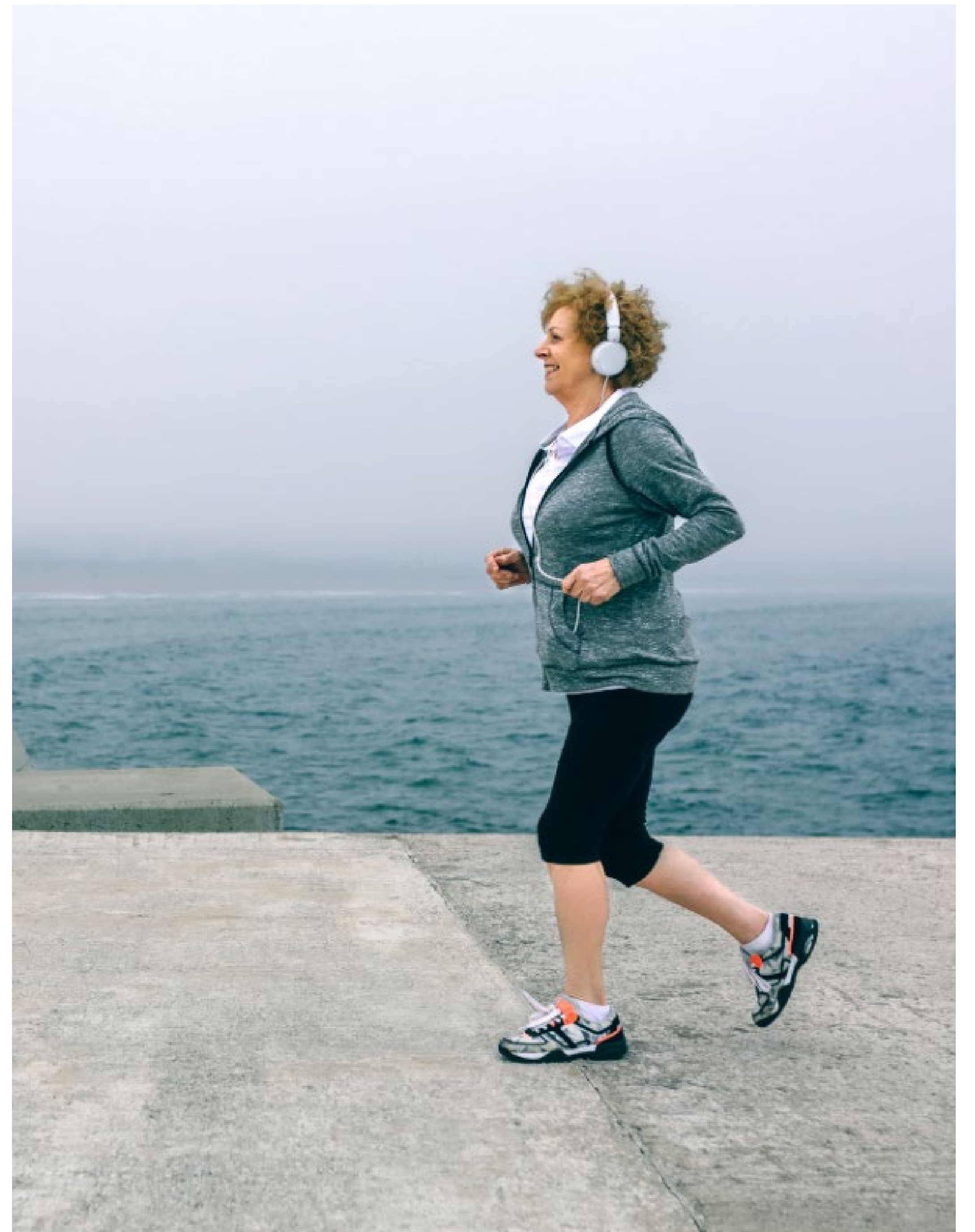
Financial



Social









IT'S OK TO...

SAY YOU FEEL
isolated

Team Twinkl_x

IT'S OK TO...

look
FOR
advice

Team Twinkl_x

IT'S OK TO...

ASK OTHER
people
FOR
support

Team Twinkl_x

IT'S OK TO...

switch off
notifications
AT THE
end OF *your*
day

Team Twinkl_x

IT'S OK TO...

ignore
devices
DURING BREAKS

Team Twinkl_x

IT'S OK TO...

TELL SOMEONE
YOU'LL
get back
TO THEM
AS *soon* AS
you can

T

08

**Make sure
managers are
clear on their new
role expectations**



EXPECTATIONS OF MANAGERS

Lead with compassion

Lead with empathy

Be human

Be authentic

Stay connected

Say thank you

Which one(s) are
you going to focus
on first?



FINAL TIPS

Rip up the
rule books

Don't worry about
perfection

Embrace the
chaos

Don't go back to
the old ways

Hold on tight . . . it will
be bumpy!



Bringing Your Values Out to Play

A Playbook on Company Values

**Special eBook featuring
COVID-19 plays**

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www.debracorey.me/values-book

QUESTIONS?