



ENGAGEMENT CULTURE & TEAM BUILDING

Employees leaving their jobs are often doing so because they don't feel valued. It's not all about dollar value, it's about a connection with the team, growth opportunities, and seeing meaning in their work.

When your employees leave, it creates a bigger gap in your team than simply the loss of a single person:

- You lose their connection with your clients, which can impact client loyalty.
- Your team becomes busier, taking on the extra work.
- You become busier as you need to seek, hire, and onboard a new employee.

Investing in a positive culture = investing in your business growth.

Create a **culture that attracts...and lasts**

1. Strategically waste time

Spend time at the beginning of a meeting catching up and talking about non-work activities. Find common interests which help you and your team connect on a personal level.

2. Celebrate wins

Celebrate wins as a team or company-wide. Emphasize the positive actions of the team that created the success. This helps reinforce the positive behaviour you wish to see.

3. Schedule regular 1:1s

If you're waiting for an annual review to provide feedback, you're waiting too long. You may think employees doing good work know it, but high-performing team members often need reassurance that they're doing well. On the same token, don't save up a laundry list of performance issues - address them regularly, making concrete plans for improvement.

4. Be present

When you're meeting with your team, be present. Avoid checking your phone or email. Actively listen, give support, and provide constructive feedback.

5. Engage in non-work collaborations

It's not pyjama day at work, it's meaningful activities like community volunteering or pro-bono work for charities that provides a feel-good boost to your team.

**READY
FOR
MORE?**

Elevate your experience with Our Forté

Book a call with Ashlee now to discuss one-of-a-kind team-building experiences, and custom culture campaigns.



The EDGE is thoughtfully designed to personalize business and create a thriving, sustainable culture through our four cornerstone pillars:

Engagement | Development | Gratitude | Experience