EMPLOYEE ASSISTANCE AND WORKLIFE SOLUTIONS

DECEMBER SUPERVISOR NEWSLETTER

EMPLOYEE ENGAGEMENT

Engaging Your Team

Ever heard the phrase, “Teamwork makes the dream work”? It reminds us that to effectively function as a successful team, a leader needs to skillfully observe and coordinate the team’s many moving parts while also providing good communication and continuous support. Here are some ways that you can engage your team to achieve overall success:

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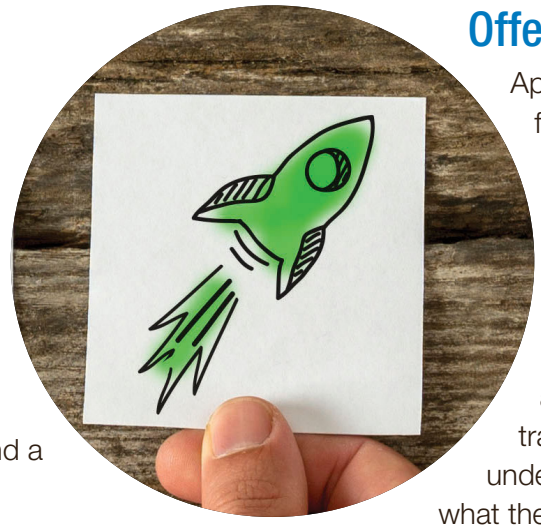
Know and match skills

Take time to get to know each team member well and identify their strengths and weaknesses. When appropriate, move team members forward with skill development — then match up work tasks with their talents. Activating and aligning talent effectively can lead to a happier team, better project outcomes, and a more engaged employee.



Offer cross training

Apart from group activities, you can foster growth and innovation by cross training team members. Sharing information about their different tasks and learning about their co-workers responsibilities can revitalize staff, promote personal growth, and build new skills. Cross-training can also foster a better understanding by each individual of what the team does as a whole. This can also cultivate a better appreciation for the vital role each team members play in the process.

Encourage open, safe forums

Urge team members to express their viewpoints with honesty, sensitivity, and regard for other team members. A group that feels mutually respected is more likely to express new ideas and solutions — and sometimes — opposing views that can bring a new perspective. An open mind and an open-door policy can show a team your willingness to discuss issues and can help prevent potential conflict.

24 hours a day
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Improve communication

Listening carefully and being sensitive to input from others shows respect. On the contrary, if your body language expresses insecurity or defensiveness about the opinions, you will not necessarily be met with open and honest communication from others. As a leader, you can model a more receptive communication style. Always give you team members the time and opportunity to fully express themselves. Remember, too, that the words you use can negatively or positively affect your listeners — choose them wisely.

Organize team building

Team exercises can help build trust and camaraderie among team members, and also offer the opportunity for everyone to problem solve and have fun as a group. When planning a team-building exercise, it is important that you create a safe and playful environment for your team. Team building does not necessarily need to be elaborate — simply having a team coffee break, a potluck lunch, a group puzzle to untangle, or some basic problem-solving exercises may be all you need to help the team merge as a unit.

Lend a hand

When you can, step outside of your daily role to help your team with their workload. If they lack any functional or technical expertise to satisfy a deliverable, either fill the need yourself, or secure outside assistance as necessary. Showing your employees that you are willing to roll up your sleeves and work alongside them not only unifies the entire team, but it can alleviate frustration and prevent overwork and missed deadlines.

Successful team engagement will build morale and help your team continue to perform at maximum potential. Go on — lead with engagement!

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EAP

The **EAP** is a voluntary and confidential employee benefit available to you and your family