

Process of the Employee Engagement Day



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EMPLOYEE ENGAGEMENT

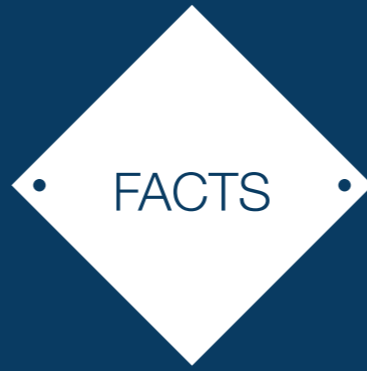
The foundation of your business growth

A successful employee engagement strategy does not happen overnight and there is no one-size-fits-all strategy to making employee engagement strategy come to life. Each business should tailor its plan to the needs of its employees. Business owners often question what the key strategic element is in turning their business into a successful one.

**HANDS ON SUPPORT
FOR YOUR BUSINESS**

MANY BUSINESS OWNERS ASK:

- ❓ How do I get all employees on the same page?
- ❓ How do I retain all employees and sustain the best talents?
- ❓ How do we get all employees working towards the same goals?
- ❓ How do I measure employee ownership? What are the results on my business and how do I measure such results?
- ❓ How do I get all employees more involved and committed? Is there a formula of how to encourage commitment and promote involvement?



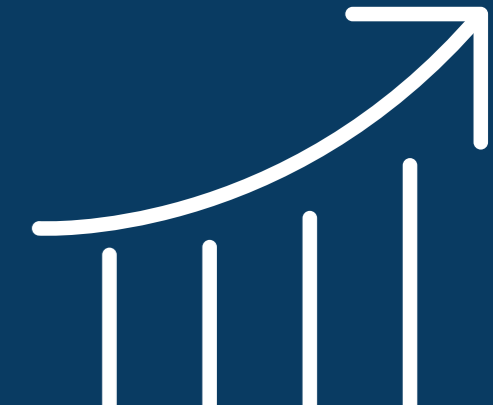
Malta Unemployment Rate 2019 is ¹
3.8%

National turnover rate recorded in 2016 ²
36%

Sources: 1 - European Commission, 2019, European Economic Forecast Spring • 2 - Jobsinmalta, 2017, National Employee Turnover

RESULTS OF AN ENGAGED WORKFORCE:

- Contributes to increased profitability and lower staff turnover.
- Improves in employee productivity and satisfaction, contributing significantly to overall company performance.
- Employees grow both personally and professionally.
- Improves communication across all levels and advocates accountability and confidence.
- Encourages proactivity, commitment, and taking initiative.
- Unified workforce in which all employees share and work towards the same objectives and goals.



Getting everyone on the same page through Employee Engagement

THE BENEFITS OF EMPLOYEE OWNERSHIP AND ITS RESULTS ON YOUR BUSINESS.

When it comes to the implementation of your overall business strategy, the most crucial element in making it a success is, having a committed team of employees who are driven and dedicated to achieve the overarching business strategy.

When announcing the business strategy to your employees, it cannot simply be assumed that everyone will immediately jump on board and work together to achieve the strategic business goals. In order to have a successful implemented strategy, you need to rope the employees in and get them directly involved in the process itself from start to finish. A two-way open conversation where employees can voice their ideas and give their feedback and suggestions, while working together to improve processes and procedures for increased efficiency. Giving such ownership to even the most junior roles within the company, gives everyone a sense of responsibility and commitment that motivates them to do their bit to ensure the business goal is reached.

Having a team of responsible employees who are committed and ready to take ownership, leads to accountability, resulting in both business and personal achievements.

Accountability encourages self-management and leads to an overall better employee performance. It is the company's duty to then nurture the employees by providing support, giving recognition where its due, and rewarding achievements and milestones to positively encourage employees further.

A business which is run in such a manner encourages everyone to have standards in place and raise the bar. When such discipline is involved, employee underperformance is drastically minimised leading to a healthier environment with the potential to grow and positive business growth.



HOW CAN BUSINESS DOCTORS HELP?

Our tailor-made employee engagement workshops promote and facilitate respect towards colleagues and encourage active listening and involvement in business-related decisions. Throughout these employee engagement workshops sessions, the employees learn how to work together to put the agreed business strategy plan into action, while at the same time take joint responsibility for business projects and outcomes.

Benefits of Employee Engagement Workshop

- Increase in employee enthusiasm and involvement towards company growth and innovation.
- Improve company performance and employee productivity by ensuring an engaged employee workforce in attaining an overall common business objective.
- Increase profitability through efficiency and clarity by engaging employees within your company.
- Retain your employees satisfied within the company while also achieving outstanding results.

Testimonials

“ When you own your own business, you give it your all to succeed. Time is a constraint and as a business owner you end up juggling between different roles wearing different hats, whilst at the same time taking decisions which could result negatively on the business.

It is for this reason that we engaged Business Doctors. They mapped a clear strategy with real timeframes for execution. Moreover, they brought about a concept which we weren't considering. Business Doctors held an employee engagement day and we are still reaping the benefits of this workshop. We have seen an increase in productivity as the customers themselves pinpointed, retained our best employees and experienced an increase in employee retention. In a few words the day-to-day became a much smoother process. ”

Pierre Borg
Co-Business Owner at Sado Co. Limited.

