

# Top 10 Tips to Re-Engage Employees

1. Don't make decisions alone in your office. Ask employees for their input, and communicate back that they spoke and you listened.
2. Quarterly Conversations: Communicate one question to managers every quarter and ask them to engage in a one-on-one conversation with each employee.
3. Walk-and-Talk: Pair two employees together every month to 'walk-and-talk' for 30 minutes.
4. When a new employee starts on Day One, clap the employee out of the building.
5. Allow every employee to self-select their title.
6. Distribute a quiz about every new hire. The people with the most correct answers wins a company T-shirt with the new hire's face on it.
7. Identify people who are low performers or have a toxic attitude. Help them improve and if they don't, exit them from the business.
8. Annual performance management conversations don't work. Give employees verbal feedback monthly or every other week.
9. Re-write individual goals to align with the CEO's goals. Every employee must see that what they do every day has meaning and adds value.
10. Every manager should replace one weekly Staff Meeting with a Thank You Meeting. The only agenda item? Our successes!