

10 ways to be better at business

ENGAGING YOUR PEOPLE



1. Create meaningful work

Share a clear vision, purpose and mission formed around core values and set high standards. Translate these to daily behaviours and activities and ensure you walk the talk too!

2. Know how you contribute

Check that everyone knows how their role contributes towards the shared purpose and organisational success and show how you value their contribution.

3. Provide the resources people need

Make it easy for people to deliver results by ensuring they have the appropriate equipment, space, systems, processes, people and personal development to excel in their role.

4. Work to strengths

You are at your best when you work with your strengths. It raises not only your performance levels but your energy and sense of fulfilment and wellbeing.

5. Know yourself and your team

Having fun together informally helps to build strong relationships and trust. They're essential foundations for engagement and high-performing teams.

6. Choose to be positive

The best businesses know that positivity helps to grow trust, engagement, wellbeing and sustain high performance. So make sure your workplace a positive place to be.

7. Listen first

Micromanagement kills engagement. So stop simply instructing your staff on what to do and ask them for their ideas on what to do, how to do it and how they will recognise success instead.

8. Show your appreciation

Notice and show appreciation for things you take for granted, especially daily small achievements. Recognise successes when the work is done as planned and expected.

9. Make time to talk

Frequent formal and informal interactions are one of the best ways to encourage engagement. Just make sure they don't focus on your own agenda or become too task orientated.

10. Help them develop

Invest in learning and development for everyone. And don't forget about things like confidence, resilience, mindset and emotional intelligence - they're all just as important as technical competence.