Manufacturing Engagement
How to Attract and Retain Your Industry’s Top Talent
Let’s go on a trip...
When fusion happens
When it doesn’t
Employee Engagement!!!

To Do List

1. Employee Engagement
2. Employee Engagement
3. Employee Engagement
4. Employee Engagement
5. Employee Engagement
One person at a time.
FEEDBACK
GOOD IDEA
4 People Retire
1 Interested, Qualified Worker
Top Five

• Company Culture and Mission
• Approachable Leadership
• Opportunity to Grow
• Flexibility for Work/Life
• Recognition
You may be wondering...
How did this all start?
Gratitude Group
Vielen Dank ありがとう
хвала きいと
tack dank у
merci
obrigado еухаристω
dankie اركش
grazie Спасибо
děkuji gracias
asante mulțumesc
T.H.A.N.K.S.
takk
TRUST — SET THE FOUNDATION
TRUST – Consistency Counts!
KNOW YOUR PEOPLE

• Personality Assessments
• “All about me” sheets
• No “One-Size-Fits-All”
• Platinum Rule
HELP TO BECOME BETTER
How do you invest in your employees?

$1500 / per employee, per year
What percent took advantage?

3 – 5 Percent
Your Future Leaders
Opportunities to grow

• Lunch and learns
• Learning library
• Toastmasters Club
• Ongoing training
• Bring in a trainer
• Public seminars
• Trade shows
ACKNOWLEDGE, APPLAUD, APPRECIATE

WorkHuman Research Institute

21% - NEVER recognized
33% - Not for 6 months
How to Recognize
Two words...
Two Words?

THANK YOU
The only acceptable response

You’re

WELCOME
It’s not you – it’s your brain
“My pleasure”
What gets recognized, gets results
Gallup Organization – 30% engaged
Gallup Organization — 50% Disengaged
Gallup: 20% Actively Disengaged
Who gets the attention?
“Steady Eddie”
Get Your Goodies Here

Text “engage” to 66866

International?
Email: Lisa@Grategy.com
Navigate Work/Life Integration

- Fun
- Build Relationships
- Gets the job done
SERVE A GREATER MISSION

• How do you make a difference?
• Time off for volunteer work
• “There’s an app for that”
One Thing You Are Going to Do

• Trust – Performance
• Help – Engaged
• Applaud – Proud
• Navigate – Reduce Stress
• Know – Important
• Serve - Included