

# engaging people matters



## Engagement Key to Business Success

In today's workplace, the transactional employee/employer relationship is becoming a thing of the past as companies recognise that it is through satisfied, motivated, and empowered people that businesses thrive.

**And if a business wants to achieve – and exceed – its goals, it needs to engage its people. A happy employee is good for business**

Satisfaction shows itself through increased productivity, excellent customer service and innovation. A happy employee will feel motivated to excel in their role or deliver continuous improvement. A satisfied worker will

want to stay with an employer and explore opportunities for development. And a happy employee becomes an advocate, enhancing the company's reputation through personal testimonial.

All of this has a knock on effect on performance and costs.

An effective engagement plan is the key that can unlock business success. It needs to be informed, by the views of the staff and the needs of the organisation. It needs to be targeted, and give choice. It needs to be continuous. Employees need to have opportunity to feedback and influence. It needs to be accessible and inclusive. And it needs to be led from the top by managers who actively engage.

And through engaged, satisfied, motivated and empowered people, companies will thrive.



## Working Well Together

Teams need time to reflect, to identify areas for innovation, to celebrate successes, and to understand each other to empower better working together. Which is why The Engaging People Company helps teams to develop by planning and facilitating team days. Using a range of techniques which allow all members to feel included and inspired, we help teams to work even better together.

We were thrilled to have the opportunity to work with [Big Dog's](#) Client Services team. An enthusiastic, inspiring and innovative team, the day was full of

energy and great ideas. Tom Carter, Client Services Director said: **"After a period of growth and change we recognised the need to come together as a team, discuss opportunities/challenges and re-establish some cultural norms to take forward. Michelle's experience was invaluable in helping to shape the right format for the session, taking into account the team dynamics and history. On the day itself, Michelle was adept at facilitating discussion, focussing thoughts and moving us to workable conclusions. We're continuing to implement the insights gained and probably will be for some time, but already the team is going from strength to strength as a result of the foundations put in place".**



## Love West Norfolk

**We are so proud to be working on the Love West Norfolk campaign which aims to celebrate the area and find out why people love West Norfolk.** The campaign has garnered extensive media coverage, and the support of well-known figures such as Sir Henry Bellingham, the

Rt Hon Elizabeth Truss, Stephen Fry and the very talented [Ruddy Muddy](#). The campaign is running across a range of communication channels and activities, and aims to involve as many people as possible. We are looking to engage West Norfolk businesses in the campaign so if that applies to you, please get in touch. We'd love to have you on board.

[Find out more here.](#)



## Managers Crucial to Supporting Mental Health

Director of The Engaging People Company Michelle Gant has spoken about workplace wellbeing at a number of events over the last year and is clear that companies must embrace wellbeing.

**Michelle talks about a coherent and joined-up approach to wellbeing which is delivered through a dynamic and continuous plan across a number of themes.**

One of the activities which Michelle advocates is empowering managers to have better conversations to support

their employees who may be struggling with their mental health. Which is why The Engaging People Company has teamed up with [Bamboo Mental Health](#) to offer 'Mental Health for Managers' training.

Through the workshop, attendees are able to identify and recognise the signs of poor mental health, and understand the impact of mental wellbeing within the work environment. Delegates are also empowered to have safe and effective conversations around mental health, and identify the support they can offer.

The next session takes place at Open in Norwich on 19th April.

[More details can be found here.](#)



THERE IS NO  
**WRONG OR RIGHT**  
JUST WRITE



## Creative Writing for Wellbeing

**We believe that creative writing can be a powerful tool for wellbeing as it helps**

**people to express their thoughts and emotions in their own way.** We so enjoyed working with Freebridge Community Housing to deliver a Creative Writing for Wellbeing session as part of their fantastic Week of Wellbeing. It was a really interesting and fun workshop.

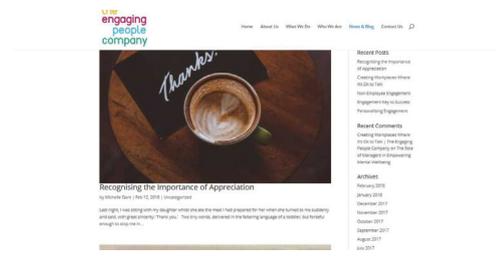


## Find Out More

If you would like to find out more about how we work, and our thoughts on how we can engage people to increase

satisfaction, then please head over to our blog. Here, we have explored a range of themes, including recognition, organisational values, and the power of being yourself at work, amongst many others.

[The Engaging People Blog](#)



## Upcoming events

**Tuesday 10th April**  
[Workplace Wellbeing](#)  
Norfolk Chamber

**Thursday 19th April**  
[Mental Health for Managers Workshop](#)  
Open Norwich



## Engage with us!

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