

# Maximising Employee Engagement & Retention

Panel Discussion Key Takeaways

## How to engage & retain

- Create a collaborative, transparent and open culture with inclusion and diversity at the core.
- Prioritise career growth and development.
- Employees look for vision and purpose, this needs to go beyond your EVP – our workforce is changing so ensure you cater to different groups.
- Survey your employees to understand their needs and be prepared to implement the feedback.

## Interesting facts

**WFH**

is the number one search term on seek.

**30%**

of employees search for new jobs to look for new challenges.

## Wellbeing Initiatives



- Take a holistic approach: understand the physical, emotional, social and financial needs of your teams.
- There's no one size fits all, so provide options for your people.
- Form employee-led resource groups: returning parents group etc.
- Ensure your health and wellbeing resources are accessible to all your people.

## Keeping teams WFH engaged

- Focus on leadership: clearly articulate expectations and effective communication.
- Budgeting time for purposeful moments and connection that builds psychological safety and a sense of belonging.



## Finding the right balance for your business



- Every business is unique and there is not one universal answer.
- Understand your people and shift your approach to align with their needs.
- Ask your people 'how' they would like to work and strike a balance.