



Engaging your Team

What are the Benefits of Engagement?

Why is focusing on employee engagement so important? Studies have shown that engaged employees are good for business. Organizations with high engagement report 17% higher productivity and 41% lower absenteeism. There is also a direct link between employee satisfaction and customer satisfaction, and between customer satisfaction and improved financial performance. These findings suggest that an investment in employee engagement can help drive competitive advantage and higher profitability.



These numbers are based on national statistics, not AOT specific.

Strategic Workforce Plan Subcommittee Outreach

You should have received [an email from the Secretary](#) sharing an opportunity in which you can participate to improve our workplace. We encourage you to participate and to support your employees' participation. By having input from all levels of employees, we can achieve our goal of achieving a better work environment.

These subcommittees will meet monthly to brainstorm initiatives to further strengthen these focus areas. We would estimate a 4-5-hour monthly commitment to participate. [Applications are due by April 24th](#) and should be submitted to the VTTC at AOT.VTTCRegistration@vermont.gov.

What Motivates your Team?

Knowing that 'one-size fits-all' does not work for everyone on your team is the first step. Author Daniel Pink draws on decades work of scientific research to identify what makes us truly happy at work. See if there are [tools Pink mentions](#) that you can use with your team!

If you are interested in reading Daniel Pink's book, Drive, please [contact the VTTC](#). We have a copy in our library available to loan!



Tools to Engage your Employees

We have found that being able to employ different types of check-ins with your employees make it easier to motivate individually; as we shared above, it isn't "one-size fits-all." Below we have listed different check-in types that we have found work well for different end-goals.

What have your tried?

Establish Expectations:

Role and Relationship Orientation | *On-boarding; Annual Reviews (1 - 3 hours)*

Establishes the relationship between the manager and employee, clarifying expectations and understanding individual strengths and needs. Annual performance reviews are a good time to be able to clarify expectations and to be sure both the employee and supervisor are on the same page with the employee's performance.

Continually Coach

Quick Connect | *At least weekly (1 - 10 minutes)*

Quick conversation to help a manager and employee stay connected with work that is occurring in the short term.

Check-in | *Bi-weekly/ Monthly (10 - 30 minutes)*

Uncovers how things are going with the employee regarding general responsibilities and both long- and short-term goals.

Developmental Coaching | *Regular and Ongoing (20 - 60 minutes)*

Coaching sessions would include setup and review at completion.

Applied when an individual is being asked to take on a specific project or in response to developmental opportunities

Create Accountability:

Progress Review | *Twice a year (60 - 90 minutes)*

Working with employees to align their current work with their goals and purpose, performance metrics, strengths, and development.

Coaching your Employees



80% of people don't like their jobs, and 87% of people aren't engaged, or even worse, they're actively disengaged. Disengaged employees cost companies anywhere between 450 and 550 billion dollars each year.

Gallup Organization polls employees routinely and asks, "Do you have a best friend at work?" Employees who have close friendships also have a higher view overall of company culture; with workplace friendships you get a more creative environment, more teamwork and collaboration, shared knowledge and knowledge transfer

Using Humor to Increase Engagement

According to Marshall Chiles, author of the article "How to Use Humor to Increase Employee Engagement," if a business is going to be successful in today's world, they need to have a strong focus on keeping their employees happy, because happiness is synonymous with job satisfaction.

Individual happiness directly affects employee engagement, job satisfaction and organizational commitment. When people laugh, they are expressing happiness verbally, and a smile shows how they are feeling on the inside. When people smile and laugh at work, it increases employee engagement, retention and likability.



[Click here to read the full article.](#)

Additional Learning Opportunities



Pathways to Supervision
5-Day In-Person Training



KnowledgeWave
Online Trainings & Webinars



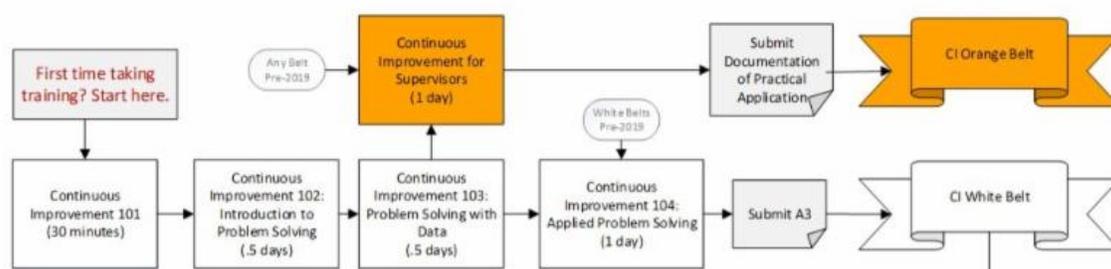
Mentoring Program
Become a Mentor or Mentee

Continuous Improvement for Supervisors: Orange Belt

This training program is reserved for those who are in supervisory or managerial positions. An Orange Belt is not only expected to know the core principles and concepts of continuous improvement, but how they apply to the management of a team. The program includes Continuous Improvement 101, 102, 103 and Continuous Improvement for Supervisors. An Orange Belt is awarded upon completion of the aforementioned courses and documentation of a positive change made to the management of a team.

June 19, September 25 OR December 16

All held at CAPS, from 8:30 AM - 4:00 PM



AOT Lunch & Learn Series

Stay tuned for upcoming Lunch & Learns throughout 2019 in-person and through Skype.

Internal Communications

May 1 | 12:00 pm - 1:00 pm
Dill building (with a satellite room at the National Life Building)

[Join via Skype](#)

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DMV - VT Photo Identification Credentialing System (VTPICS)

June 6 | 12:00 pm - 1:00 pm
Davis 5th Floor Board Room, NL Building

[Skype Link to come at a later date](#)

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Department of Human Resources Corner

DHR Field Operations Unit Update

Hello AOT! A quick update for you... the easiest way to get in touch with all HR field unit staff is to [email our HR Staff address](#), which is received by the following HR professionals:

Heidi Dimick, HR Manager, 828.4612/ 505.8412

Courtney O'Brien, HR Business Partner, 595.5310

Jen Cliche, HR Business Partner, 828.0194/ 585.6399

Kimberly Palermo, HR Administrator, 828.4603/ 585.9314

Krista McNamara, HR Administrator, 828.3412

Please welcome Kimberly and Krista to the DHR Field Operations Team

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