Activity

Write on each flipchart in the front of the room

• What does a healthy work environment look like?
• What does an inclusive work environment look like?
• What does an engaging work environment look like?
Creating a Healthy, Inclusive, and Engaging Work Environment

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Healthy Work Environment

- Employees can come to work and their whole selves are well.
  - Low stress
  - Little destructive conflict
  - Work/life balance
Inclusive Work Environment

• Barriers to contribution and negative biases are eliminated, and people are respected and able to give their personal best.
  • Listened to
  • Welcomed
  • Trusted
  • Encouraged to contribute
  • Be themselves without fear of retribution
Engaging Work Environment

• Feeling of being fully involved in and enthusiastic about work.
  • Heightened connection to work, organization and co-workers
  • Find personal meaning in work
  • More likely to expend discretionary effort
Impacts

- Personal satisfaction and well-being
- Increased productivity and effort
- Improved business outcomes
- Increased employee retention
- Positive customer satisfaction
- Employee will advocate/promote the organization
- Refer potential employees and customers
Integrated Talent Management Lifecycle
Factors

- Work environment
- Job
- Individual Personalities
- Safety
- Availability
- Leadership
Your Role

• Managers have a direct influence on employees’ engagement
• 80% of employees who are dissatisfied with their immediate supervisor are disengaged
Activity

List strategies you have used or have thought of that would create a healthy, inclusive and engaging work environment throughout the employee lifecycle.

• Split into groups at each flipchart.
• 5 minutes to write down strategies for the employee lifecycle stage.
• Move to clockwise to next flipchart, read previous groups answers and add to it.
Debrief

• What strategies were surprising to you?

• What can you go away and begin to implement?

• How might these strategies differ if you supervise full-time vs. part-time or student employees?
Closing

• Engagement leads to more productive employees and greater company success
• Engagement is affected by meaningfulness, safety and availability
• Managers have a role to play in creating an engaging environment for employees
• Engagement needs to take place during all stages of the employee lifecycle
• There are a number of strategies to use to create a healthy, inclusive, and engaging environment
Final Questions?

Thank you for your participation!