

Don't KILL your Employee Engagement Project!

The most common mistakes we see in **thrive** are:



Definition

Not having an agreed, relevant answer to the question: "what is engagement?" Hint: it's not the same as satisfaction.



Strategy

Doing it for the wrong reasons; Thinking it doesn't apply to some parts of your business.



Planning

Aiming for too much, too soon; Not allowing enough time for change; Getting paralysed by planning.



Communication

Not communicating from the top; Not informing and including your people beforehand; Trying to convert everyone; Using the wrong language.



Application

Leaving it to HR; Letting leaders off the hook; Not using standardised tools and materials; Not making it a system.



Follow-Up

Not taking any action; Not keeping managers accountable.



Measurement

Not measuring anything; Focusing ONLY on the results.