

The 3-Step Plan to Increase Employee Engagement with Millennial and Younger Employees



By Carmen Valade

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Transparent Leadership

We have experienced dramatic changes in the work environment and a good portion have to do with our new workforce of millennials. To be an effective leader for this workforce requires change to attract and retain younger employees. Transparent leaders take a hard look at themselves and ask for feedback from their teams. They encourage open and honest communication where the team feels comfortable asking questions and provide feedback regularly. Follow these three steps to increase employee engagement.

Step 1

Self-evaluation

Engage in honest self-evaluation to identify key areas of opportunity in your leadership approach. Self-awareness is key as a catalyst for positive change.

- End each week with an assessment of your communication style and decision-making process. Identify any areas where you may be withholding information or lacking clarity.
- Seek feedback from peers or mentors on how transparent you are perceived to be and areas where you can improve.
- Ask your employees how they feel about you as a leader. Listen, take notes and ask questions to help see their perspective.





Step 2

Encourage Open Communication

Honest communication is a key value for millennials and should be a pillar of any leader development. Creating an environment where honest dialogue and active listening is encouraged and respected will lead to open communication.

- Hold frequent one-on-one meetings where your team can ask questions or share concerns. Super important to keep this as an open forum where it's clear there is no alternate agenda.
- Model transparency by sharing your thought process and your rationale behind decisions.
- When talking with an employee, put the phone away and take notes on paper to show you are listening.





Step 3

Provide Regular Updates and Feedback

Clear and consistent communication will help build trust and will help to create buy in from your team.

- Share progress updates on company performance, projects and any organizational changes.
- Set a regular cadence for constructive feedback and ensure your team has the opportunity to provide the same feedback on leadership and processes.
- Set time aside in weekly meetings to communicate, send out regular email updates and create a communication board where information is accessible to the team.





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Is Transparent Leadership Academy the answer you have been looking for?

Let's talk one on one and find out if we are the right fit for you. I will deep dive your situation and help identify solutions to better engage your team.

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