

Engagement Is Everyone's Responsibility

Building an engaged workforce is not solely the manager's responsibility. People at every level in an organization are accountable for taking action to create a culture of engagement. While each audience has slightly different responsibilities, everyone plays a key role in creating a great place to work.

AUDIENCE:

RESPONSIBLE FOR:



Leadership

- providing resources — human, technical and financial
- understanding and communicating the importance of creating a culture of engagement
- setting overall direction and vision, and removing barriers
- reinforcing values and direction through role modeling, actions and decisions



Managers and Supervisors

- creating an environment conducive to engagement
- connecting people to the company and setting them up for success
- owning and participating in post-survey actions, goal setting and follow-through
- translating organizational goals and visions to team priorities, goals and tasks
- providing ongoing feedback and development for team members



Teams

- creating the team's culture
- developing and implementing goals and plans to drive engagement
- reinforcing good work and communicating team needs



Individual Contributors

- maintaining their own engagement
- participating in and helping to implement the team's engagement goals
- supporting the engagement of others and the team