

betterworks®

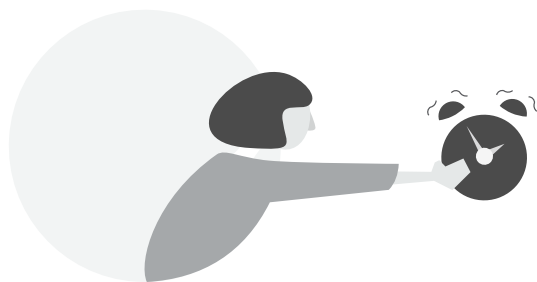
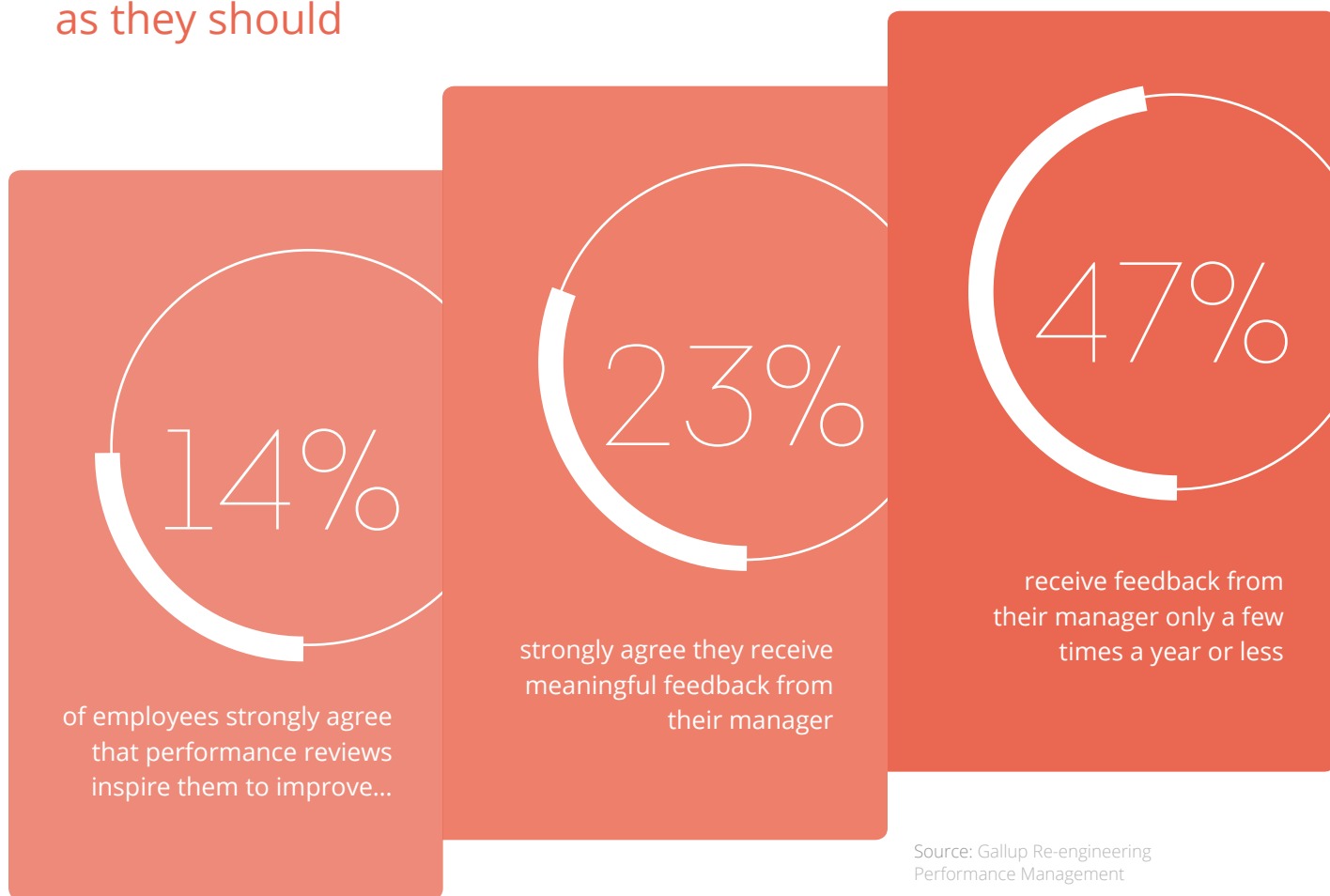


conversations
to best motivate
employees

Many organizations struggle with too high of rates of employee turnover and too low of rates of employee engagement. When an employee's relationship with their manager has a direct impact on both these metrics, could the answer be as simple as encouraging managers to have more and better conversations with their teams?

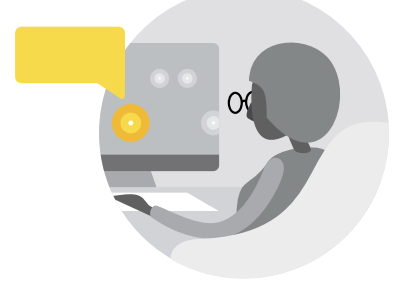


Managers are not connecting with their employees as often or as well as they should



Gallup's study tells us that employees "want an authentic relationship with their manager that includes talking with them about both work and life" — and that means having the right kinds of conversations with their teams at least weekly.

Our clients' programs all include these five conversational pillars



1 Goal Setting

In this conversation, managers and employees jointly discuss and set the employee's goals and priorities for the period. When goals are jointly created there is increased accountability and buy-in. Best practice is, at least, quarterly review of progress to goals with an eye toward using these results to create the next periods goals

2 On-going progress updates

Managers and employees need to regularly engage on progress toward the jointly established goals. Ideally on at least a weekly basis, they need to celebrate milestones accomplished and uncover any obstacles or dependencies preventing further progress.

3 Two way feedback

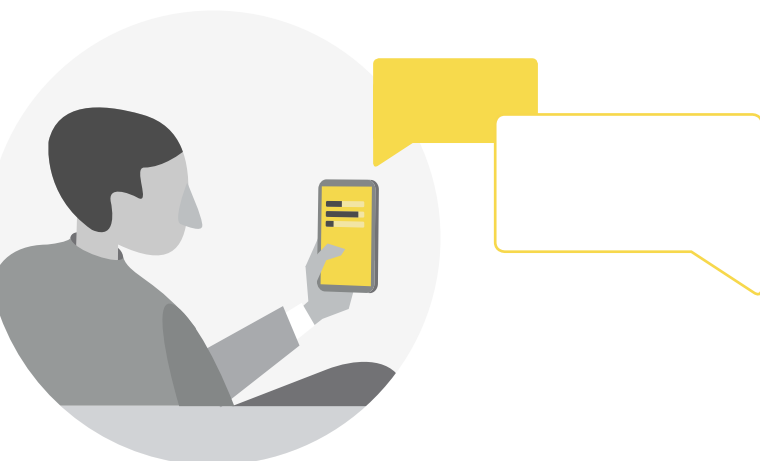
It is important that manager-to-employee coaching and feedback be shared in a timely manner to allow the employee opportunity to improve. These conversations should also include the opportunity for the employee to provide feedback to the manager with the goal of improving their working relationship.

4 Career development

This is a critical conversation that, too often, gets deprioritized in the face of pressing business priorities. Best practice is to include at least one career development goal in every employee's quarterly goal setting cycle to ensure proper focus.

5 Performance Review

While regular goal-setting and continuous feedback is necessary to maximize employee motivation, a formal performance review is typically needed for talent review and compensation discussions. Managers are better able to complete these periodic reviews because of the continuous conversation with employees throughout the year.





Turn up the volume on internal conversations



Conversations

Schedule frequent check-ins so your managers can become better coaches



Peer Feedback

Easily exchange peer-to-peer and manager feedback in real time



Recognition

Call attention to high performance and employees demonstrating key values



Goal Alignment

Set goals to drive more effective performance and career development



People Analytics

Become data-driven with rich insights into employee performance

betterworks®

Betterworks® aligns, develops and activates your workforce for business growth. Our easy-to-use, integrated software solution replaces outdated annual review processes with powerful Continuous Performance Management® programs to help organizations ensure everyone is working on what matters most and are having the crucial conversations necessary to inspire and motivate their entire workforce to meet today's goals and tomorrow's challenges.

Learn more about [Betterworks®](#), and for more information about the latest HR strategies and best practices visit our [resources gallery](#).

