

# The little things matter: How to increase employee engagement in 10 weeks

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**CHR**  
ASSOCIATION

Cyprus  
Human Resource  
Management Association

**ANNUAL  
CONFERENCE  
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Ktima Kousioumi Oriental

# The little things matter: How to increase employee engagement in 10 weeks

Presented by Mohamed Mossilhy

CyHRMA Annual Conference 2023

# Mohamed Mossilhy

- Former Civil Engineer
- HR & Leadership
- Management and Soft skills
- L&D Transformation
- CIPD Tutor
- ATD Master Instructional Designer
- Assessment & development centers,
- MBTI Practitioner step I,II
- Awards and Certification from British council, ATD, CIPD, IBCT
- Basketball and Gaming enthusiast



# Outlines

- Why employee engagement is still a hot topic?
- The context of Employee Engagement
- What makes your people TICK? Transfer theory into practice
- Cost effective ideas to engage your employees in 10 weeks



# What's Employee Engagement, or ... what's not?

Employee Engagement is not Satisfaction

Employee Engagement is not Happiness

Employee Engagement is not Empowerment

Employee Engagement is not Motivation



# **Why Employee engagement still a hot topic?**



American businesses  
lose productivity worth

**\$300 billion**

annually due to disengaged workers.<sup>5</sup>

Organizations with highly  
engaged employees  
experienced a

**3-year revenue  
growth rate**

**2.3 times  
greater  
than average**

(20.1% growth vs. 8.9% growth).<sup>6</sup>



Organizations with  
engaged workers may  
have employees who are

**57%**

**more effective**

and

**87%**

**less likely to leave**

than organizations with  
low engagement.<sup>7</sup>

Source: Engaging the workforce, Deloitte

Go to [menti.com](https://menti.com)  
code **5263 8051**

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 Mentimeter

# do highly engaged employees = highly paid employees?

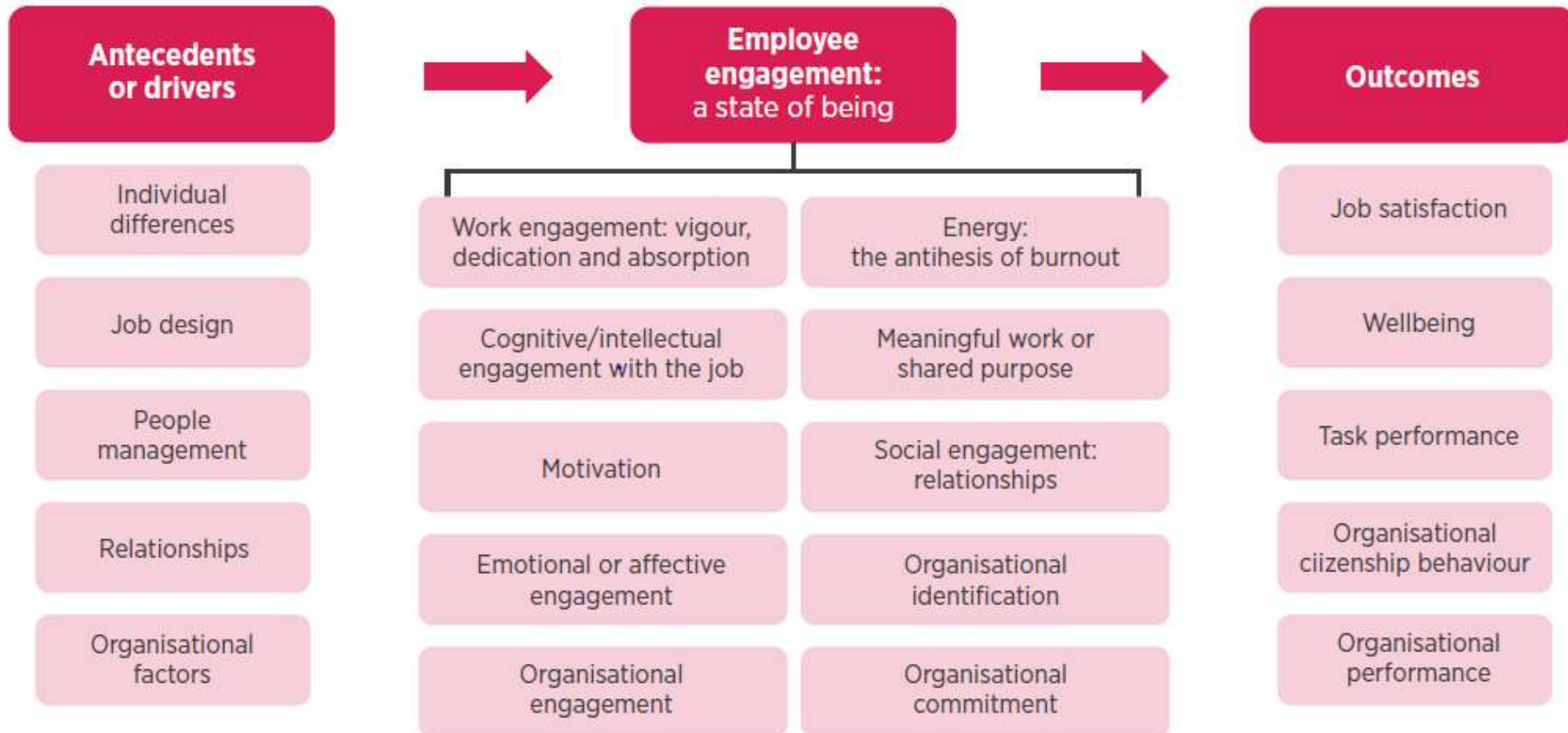
1st | Yes

▶ Start Menti

2nd | No



# Context of Employee Engagement



Source: Employee Engagement, Discussion report , CIPD, Jan,2021

# The Changing Global Workplace

The Past

- My Paycheck
- My Satisfaction
- My Boss
- My Annual Review
- My Weaknesses
- My Job

The Future

- My Purpose
- My Development
- My Coach
- My Ongoing Conversations
- My Strengths
- My life

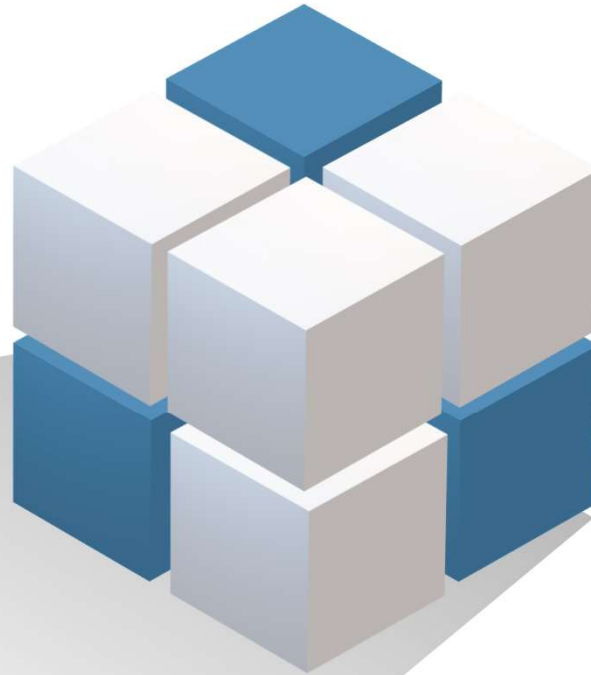


Competent of well-rounded employee engagement strategies  
Best Practice vs Best **FIT**



# Components of Engagement

Commitment



Organizational  
Citizenship

Motivation

Source: Model of engagement, Armstrong et al, 2000

Go to [www.menti.com](https://www.menti.com) and use the code 5263 8051

# What motivates you?

 Mentimeter



# Rewards, Motivation and Engagement

- Dan Pink Drive
- Herzberg hygiene theory
- Maslow's
- McGregor's theory X and theory Y
- Expectancy theory
- .....

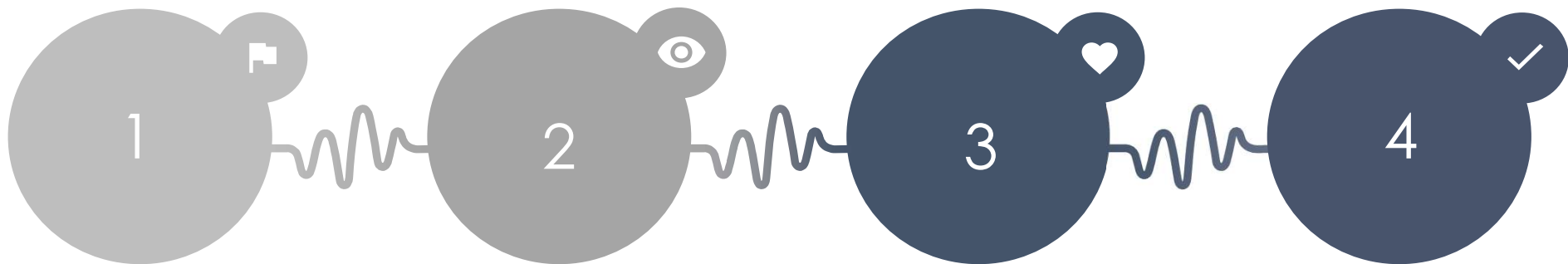




**Who are the main stakeholder/s in engagement strategies?**



# Stakeholders in your Engagement strategy



## Employees

- Speak up
- Be open
- Share and ideas and new ways of doing things
- Be responsible

## Line Managers

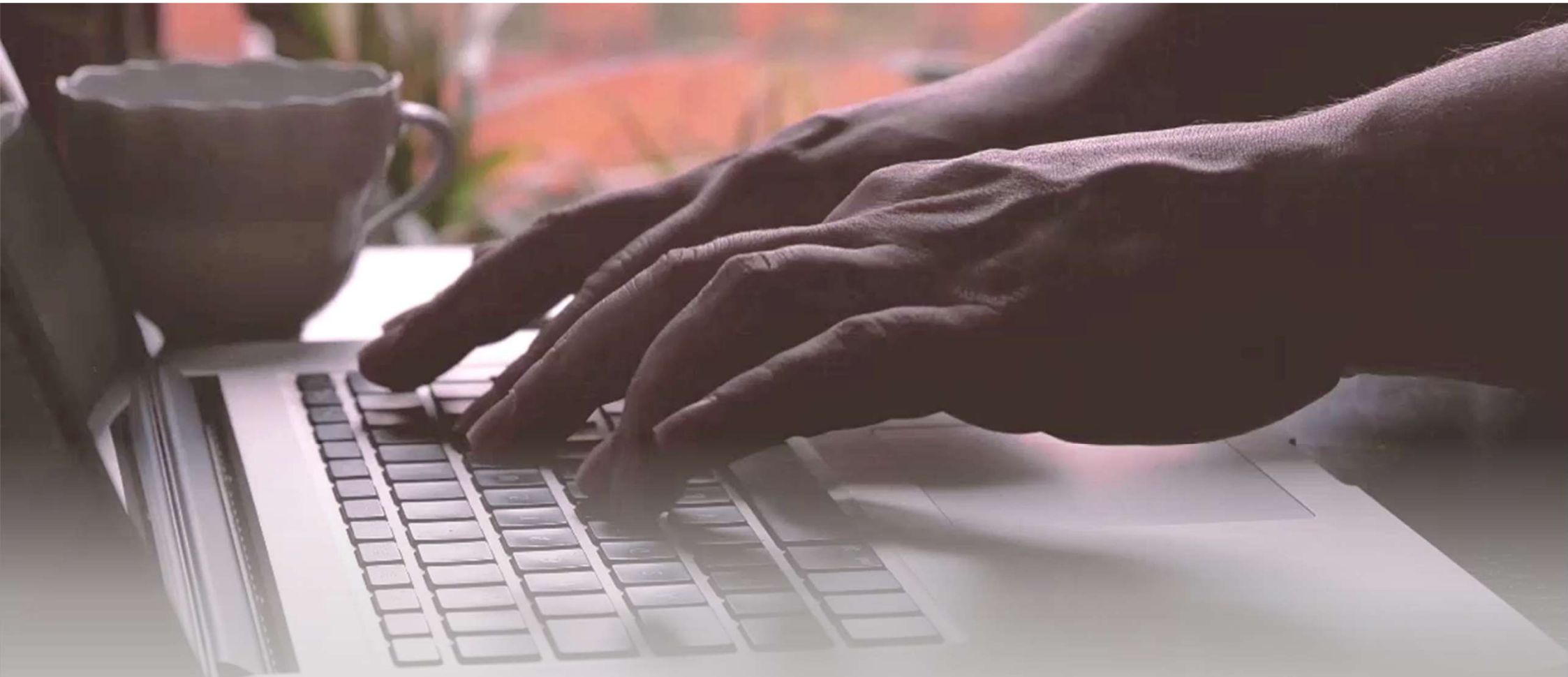
- Take ownership of process
- Seek to develop teams
- Work as facilitators

## Business Leaders

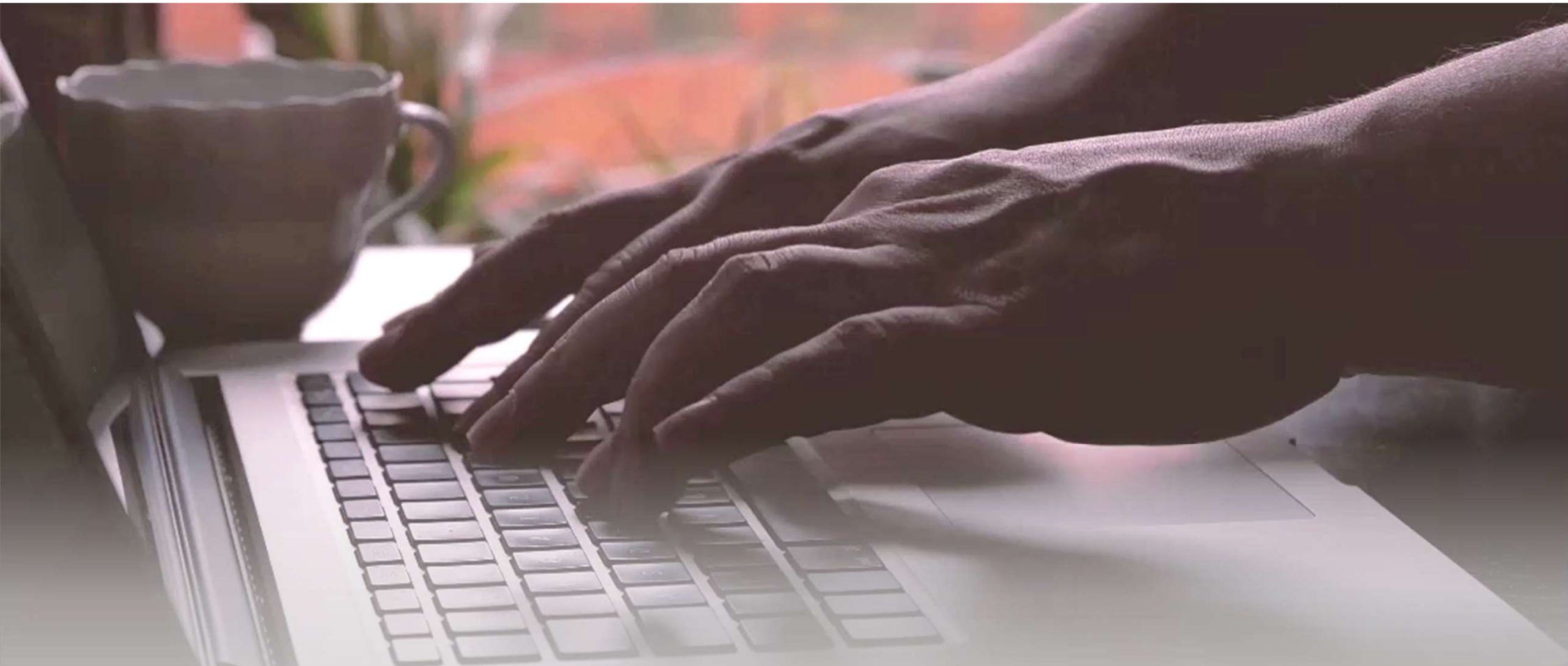
- prioritize people issues
- Approve resources
- Act as role model
- ASK

## HR

- Act as consultants and business partners
- Recommend and influence best fit
- ensure consistency and fairness



**Before starting your employee engagement strategy**



# The Promise

Cost effective ideas to engage your employees in 10 weeks

# Ideas to elevate EE

1

Communicate  
your mission

2

Ask people  
what they  
want to

3

Employee  
OSCARS

4

Educate your  
Stakeholders  
about  
engagement

5

Invest in  
people,  
like really  
invest in  
them

6

Birthday day  
= half day

7

Revisit your  
flexible  
working  
strategy

8

Show  
success  
stories

9

Run Monthly  
events  
(calendar)

# 10- Leaders... Be VISIBLE





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# **11- Invest in better coffee**

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## 12- promote health and exercise (internal well-being competition)



# 13- Family message and gifts



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**14- Lunch with CEO**

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# 15- set budget for team activities

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ليجام  
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أنت مثال رائع للأخريين في الفريق

You're a **Role Model**

**16- Train Line manager on giving feedback**

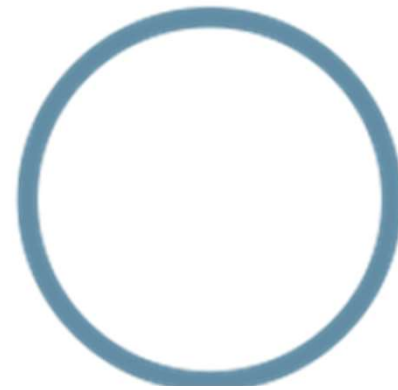
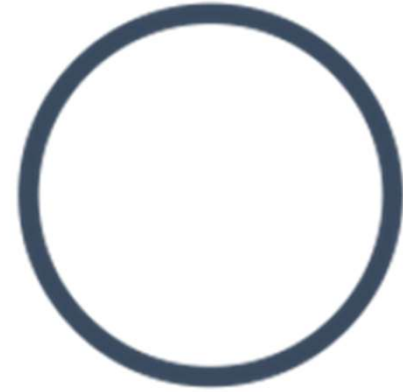
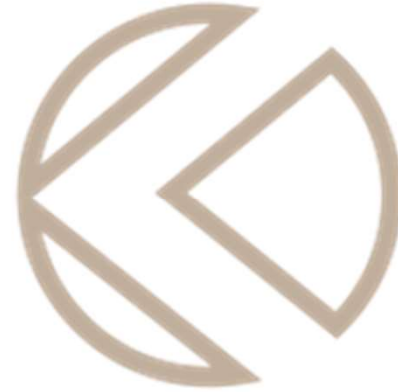
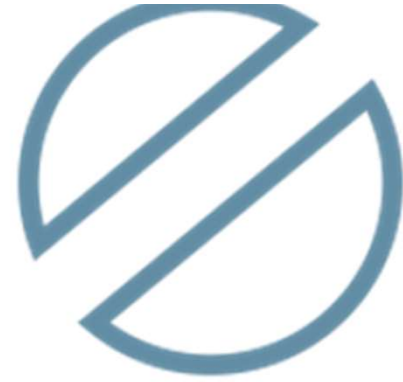
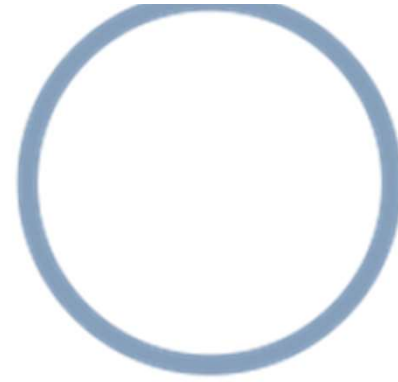
**17- 30**  
**every 30**

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# Q&A



Thank you

