



# Best Industry Recognized Practices – Setting *YOUR* Standard of Safety

## ***Engaging Your Employees***

Throughout many organizations, leaders like you continually look for ways to engage their employees in the business. Why?...because it has been proven that engaged employees are a key component to a successful, vibrant, and safe company. But engagement is not a 'light switch' that can be turned on. It begins with the creation of an environment within an organization where workers feel ownership, responsibility, and empowerment for what they do and where they work.

What does it take to engage your employees? It begins with commitment from leadership and the leader's recognition that there are areas for improvement in any company that must be addressed. Studies have shown strong correlation of a few components to drive employee engagement. While several of them are linked to compensation and benefits, others are likely not at the top of anyone's list. Yet these are foundational items that must be in place to grow engaged employees and with it a strong safety culture. Here are a few to consider:

Treat your employee respectfully; Maintain honesty between employees and company leadership; Provide opportunities to use an employee's skills and abilities; and, Communicate expectations clearly and regularly.

Developing an engaged work force sets the course for employee empowerment. Once the path is paved, people can travel the road to a strong safety culture together.

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