



## Employee Engagement

How can we **keep** and **develop** our talents with the support of tech?

*Happy* **at** *Work*

# Introduction

- André Francois
- Swe-french entrepreneur – Sweden, earlier Budapest
- Investments, Properties, HRtech – Happy at Work
- Psychology, environmental therapy, motivational talks, conflict resolution
- **Connect on LinkedIn**



**DECREASE**

**Burnout**

**Staff turnover**

**Concern**



**INCREASE**

**Productivity**

**Job Satisfaction**

**Engagement**



# What are the challenges with motivating employees?

## Globally

More competitive landscape

Increasing staff turnover – new generation leaves easier

High demand for workforce especially in IT

Increase of mental illness

Remote/not remote

## Hungary

Higher base salary in neighbour countries

Lack of workforce

Something to add?



# Top lessons from clients and experience

## Start from the top

- 1to1 with all managers/top managers weekly
- Coaching approach – WHY, drivers

## Highlight success, acknowledge & celebrate

- Celebrate success (easy to forget) - lack increases burnout
- A clap on the shoulder - one of the top reasons

## Take action fast

- Don't let small problems become big



## Special case Intrapreneurship

- Growing trend over the last years
- Let employees start "projects" and companies inhouse

### Usercase Queenslab

- Tech consultant company – Gothenburg – high competition
- Several actions when it comes to Employee Engagement
- Started with Intrapreneurship – several companies within Queenslab
- They use HaW and numbers are high
- Sigma Technology has done this successfully as well – **25 SUBSIDIARIES** today

Several companies have started from talents that left big companies such as Techship where founder left Ericsson

# QUEENSLAB



**Give them enough reasons to stay**



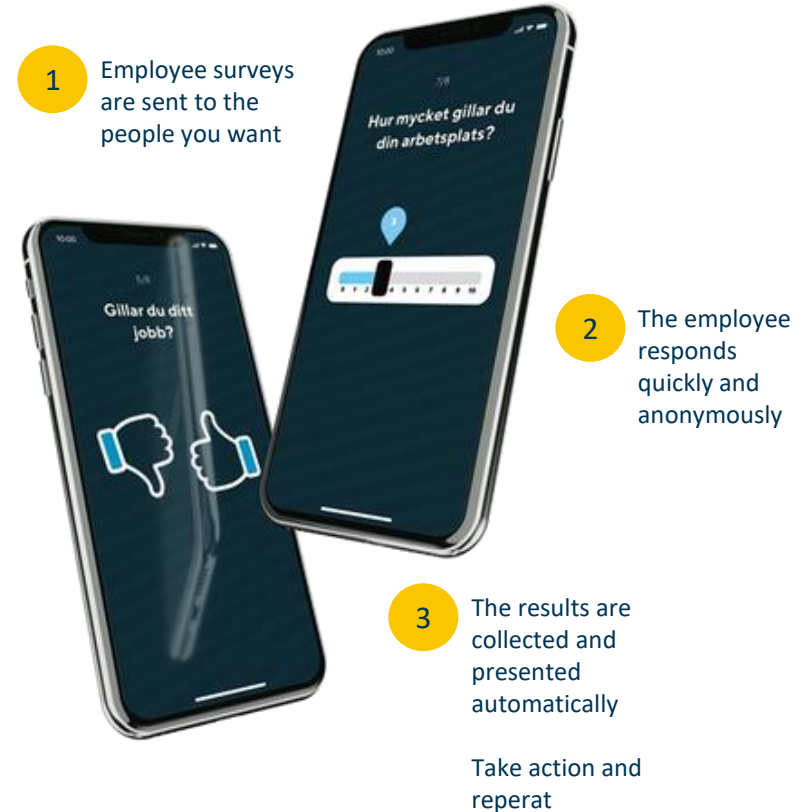
# Feedback loop

Measure what is working and **what not**

Send out short but **specific questions**

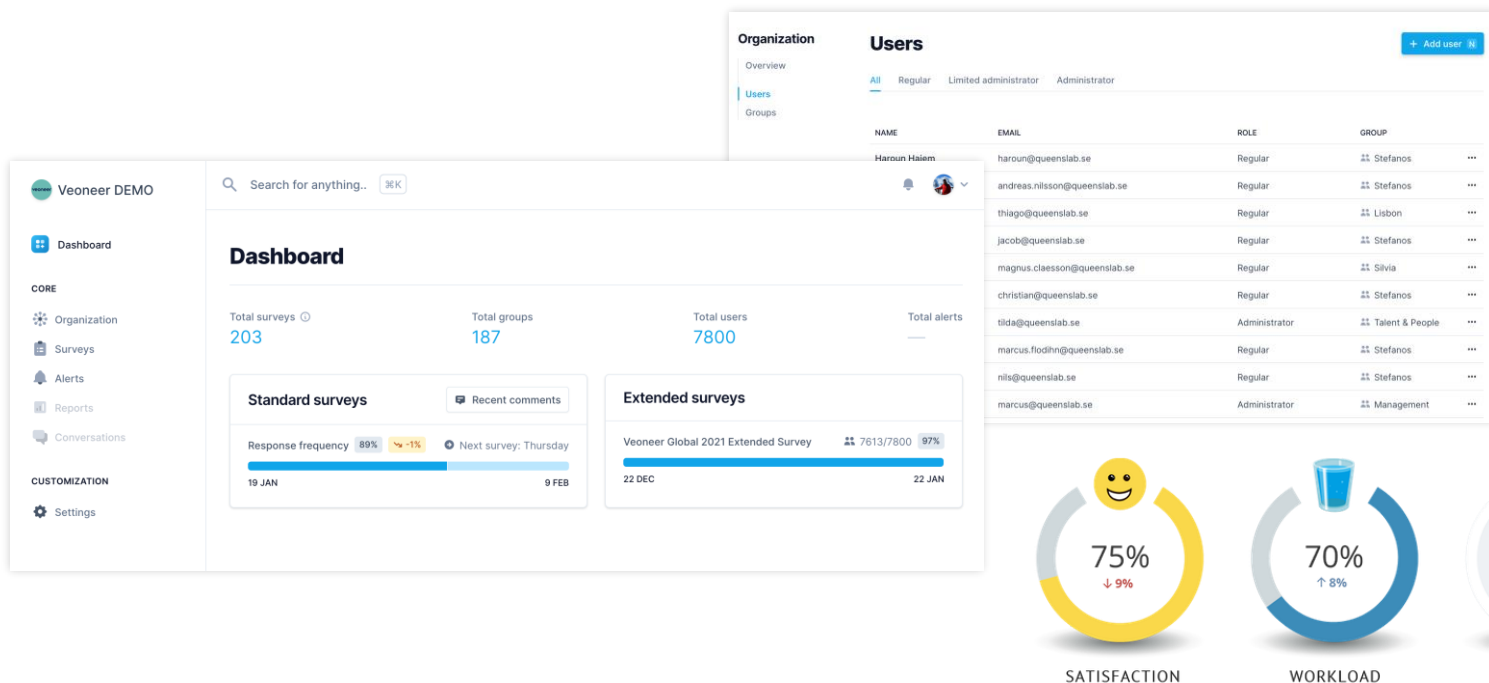
Do it **continuously**

Several players on the market, find the best fit for your organisation



# Measure and follow up feedback in real time

- Take action and make adjustments fast





## Feedback needs to be super easy – otherwise people won't do it

1 — 2 — 3

How happy are you at work?




☹️ ☹️ ☹️ 😊 😊 😊

Next

1

✓ — 2 — 3

How is your workload?



☹️ ☹️ ☹️ ☹️ ☹️ ☹️

Next

2

✓ — ✓ — 3

Leave a comment...

Comment...

Finish

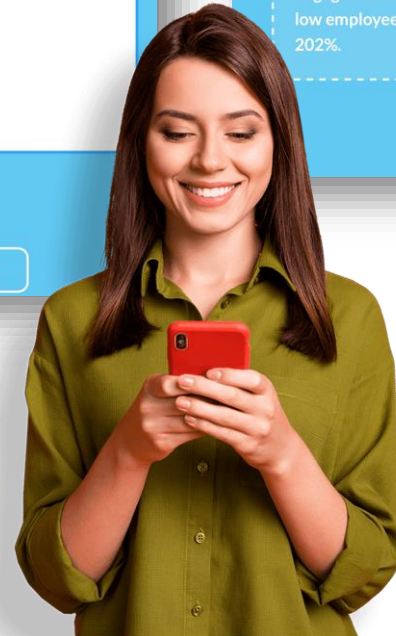
3

✓

THANKS FOR YOUR PARTICIPATION!

*DID YOU KNOW?*

Organizations with high employee engagement outperform those with low employee engagement by 202%.



# Why working Actively with Employee engagement and Feedback loops

- **Detect problems in time** and work more preventively  
– don't let small problems become big
- **Increase efficiency** by being able to distribute the tasks based on how your staff really feel.
- **Act quickly** based on the feedback you receive from your employees before it's too late
- **Measure the results** of development initiatives in both the short and long term.
- **Save money and create a winning culture** - staff turnover and sick leave for a salaried employee for 3 months costs an average of **40,000 EUR** for a company.



\* Reference: Governmental organisation Försäkringskassan with everything included such as substitute, sick pay, etc.



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