9 Employee Experience Trends to Take Into 2021

How leading organisations are evolving their engagement strategy to motivate and inspire employees wherever and whenever they work



Visibility

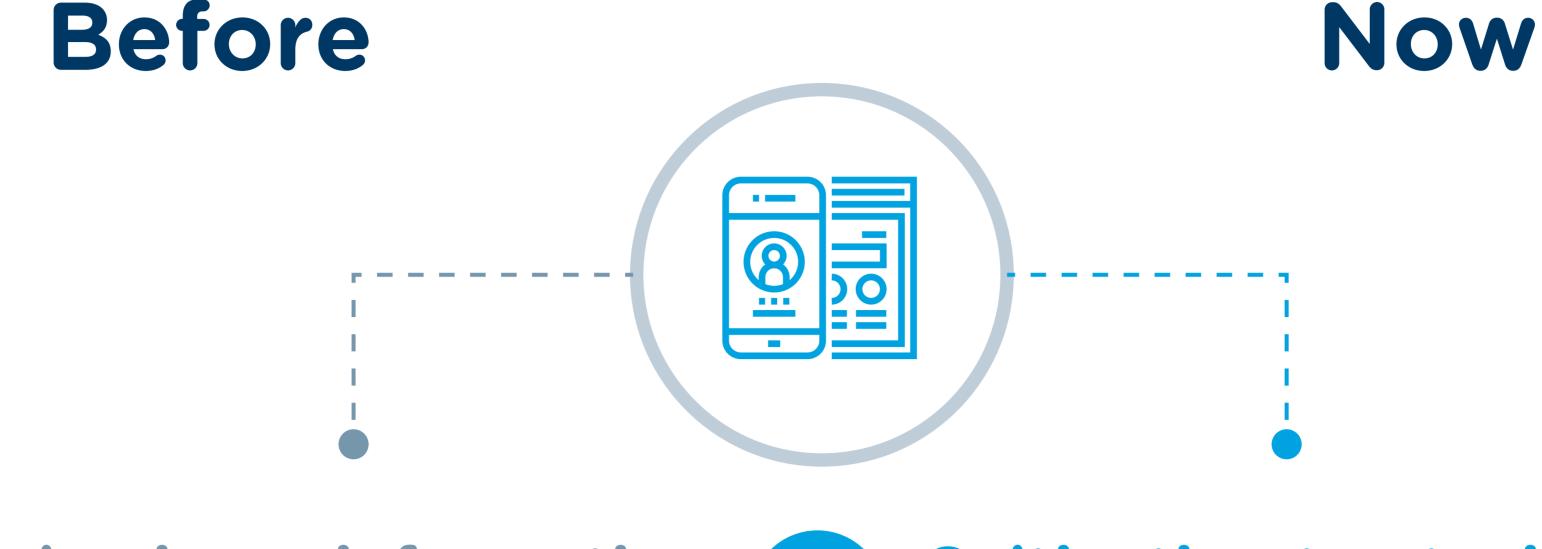
Connection



Support Recognition



Purpose Culture



Sharing business information on a need-to-know basis



Cultivating trust with transparency

Create digital and in-person channels to connect leaders and employees in a safe space.

lengthy approval processes



targeted communication Introduce platforms with

Tailoring immediate and

mobile alerts and segmented messages on multiple devices so that the right people get the right message at the right tıme.

Teams responsible for all company communication

HR/Internal Communications



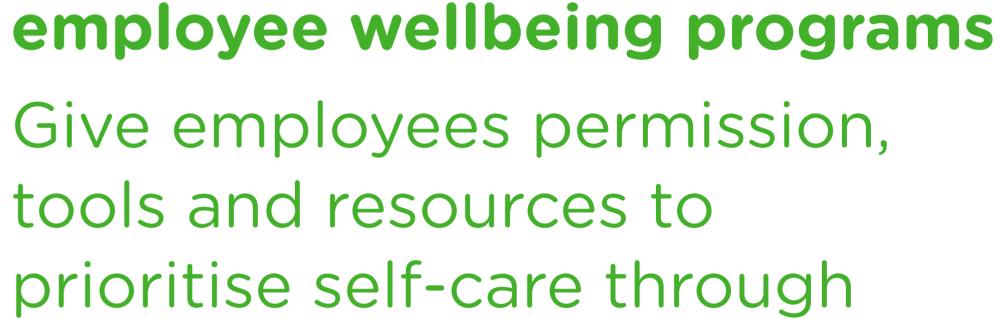
give employees a voice Simplify distribution and publication of both

Using online social tools to

facilitate connections and

professional and personal content, and give employees ability to comment and react in a less formal way.





their day - whenever and wherever they choose to. Recognising and rewarding hard workers every day,

everywhere

surveys

Manual, ad hoc employee

recognition and reward



recognition to celebrate progress in the moment to create a ripple effect of positivity and productivity.

embrace digital, peer-to-peer

Empower employees to

Creating an always-on feedback culture with real-time reporting and pulse

Use pulse polls to solicit

employee feedback and

gauge morale, and spot

dashboards to help leaders

opportunities and blindspots in your current culture.



Formal, annual surveys with

selective response windows



you hire, recognise and promote.

Creating platforms and opportunities to build inclusion and impact Introduce digital spaces that bring employees, their families and wider communities

Reliance on face-to-face

connection

events for collaboration and

Work vs. personal life were

separate (competing) entities



8

projects, create conversations and celebrate success.

together to collaborate on

Cultivating 'cultural fitness' both inside and outside the office Strengthen the 'culture muscle' that holds your company

together by showcasing and sharing the interests and practices that make your company unique.

Keep up with 2021 trends and plan your strategy at rg.co/learn

