



Leadership Live Session #1

Introduction & Format

5 Key Questions Answered

Open Q & A



[Dr. Elora Voyles](#) is an Industrial-Organizational Psychologist and People Scientist with TINYpulse.

Jodi: How do I increase team member engagement during remote working?

- ✓ Great leadership is key
- ✓ Engage in more frequent check-ins
- ✓ Foster a culture of connectedness
- ✓ Recognize achievements
- ✓ Make time for team building



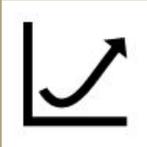
Check out this podcast for more tips: [\(10\) How Science Can Fix Remote Work | LinkedIn](#)

Jon: What's a good level of survey participation?

The bar for “good survey participation” depends

$$\text{Survey Response Rate} = \frac{\text{Number of completed survey responses}}{\text{Total number of survey respondents}} \times 100$$

Here's how to improve your response rate:

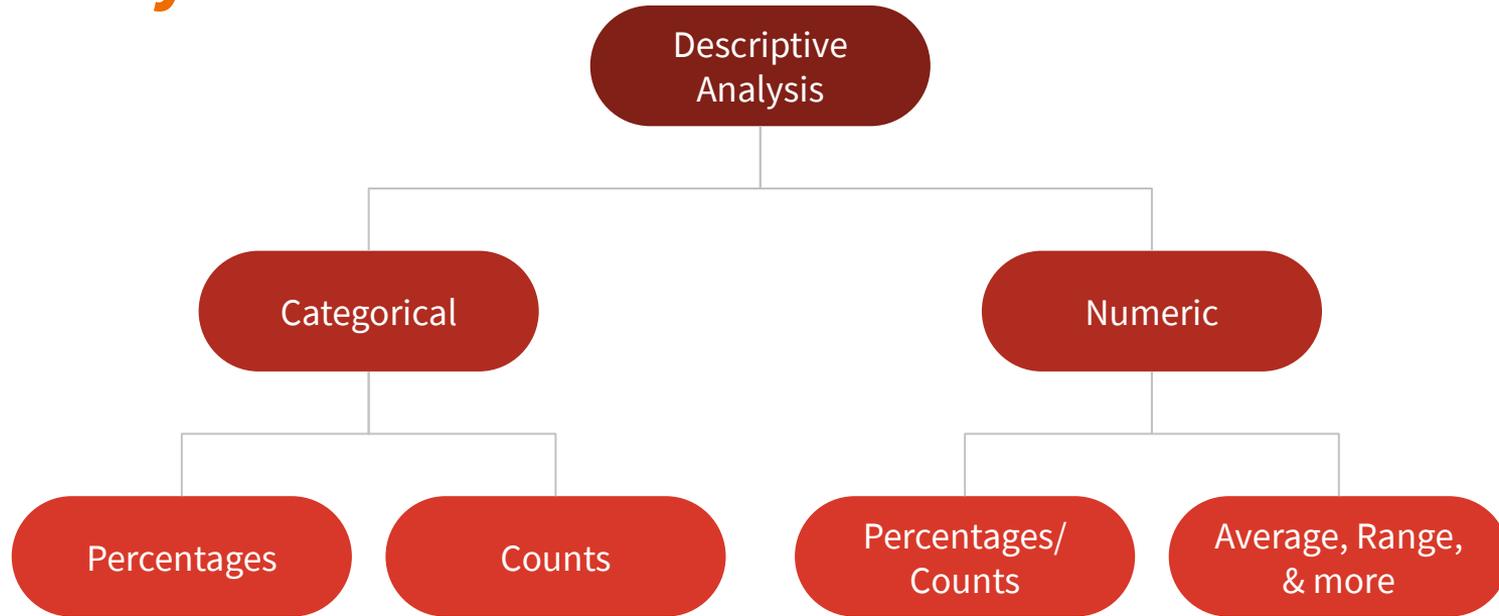
			
Short Surveys	Reminders	Incentives	Change

Fio: How to address issues that come up in surveys?

- ✔ Step 1. Distinguish between individual issues and more wide-spread issues
- ✔ Step 2. Assess if the current information is adequate. Gather follow up information if necessary
- ✔ Step 3. Develop an action plan
- ✔ Step 4. Communicate the survey findings and the action plan
- ✔ Step 5. Implement the action plan
- ✔ Step 6. Monitor with survey pulses and annual survey. Adjust course when necessary



David: How do I analyze data from my employee survey?



Data can also be examined with inferential statistics if you or someone has training in ANOVA, Regression, correlation and other advanced statistical analyses.

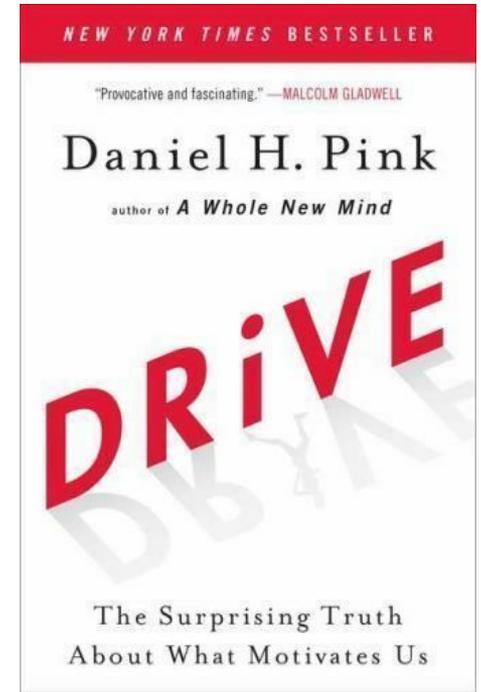
Gideon: What should HR and leaders implement post Covid 19?

- Added flexibility
- Increased emphasis on engagement
- Health and safety
- Virtual meetings are here to stay



Robert: What are some ideas on how to drive engagement through personal development?

1. Create opportunities for autonomy, mastery, and purpose.
2. Train managers to engage in career development conversations with employees frequently (particularly during performance reviews)
3. Succession planning is an excellent long-term strategy for increasing engagement



"It's not how much money we make that ultimately makes us happy between 9 and 5. It's whether or not our work fulfills us."- Malcolm Gladwell

Open Q & A

For the remainder of today's session, you can enter questions into the chat or you can unmute and ask questions.