



# KENJO'S TOOL TIPS



## LESSON 2

- Ask your employees about their experience - how can the company improve, what are they happy with. Find out now rather than losing your top performers!
- Pick a performance management cycle that fits your company's culture and get everyone excited about it!
- Participating in formal feedback meetings is mandatory, participating in informal feedback meetings is helpful.
- Paint the big picture - let your people know where you want to go and how you plan to get there: email, Slack, webinars, podcasts, video.
- Define clear goals and objectives for remote workers to set them up for success in the long term - make sure that 50% Gallup article isn't a reality at your organisation!
- Invest in company strategy meetups and make them actionable and fun!
- Work smart.