3 Ways You Can Engage and Retain Employees

This skills gap is an enormous risk to the continuity of business everywhere. It deprives organizations of the skilled talent they need and widens the leadership gap as more experienced professionals leave or reduce their presence in the workforce.

It’s no surprise that organizations of all sizes are looking for new ways to engage, develop and retain their employees. In fact, 87% of executives rate culture and engagement as one of their top challenges.¹

**Employee engagement** can be positively influenced when employees are enabled, empowered and understand what’s expected of them. Ensuring your employees have a clear understanding of their role in the organization, opportunities to grow and develop and clear career mobility helps positively impact employee engagement. Providing your employees and managers with the tools to do this is critical to your ability to create cultures of engagement. Companies that engage and develop their workforce realize a 59% growth in revenue per employee.²

**Meet the Self-Developing Organization.**
A Self-Developing Organization leverages technology to deliver personalized content which allows learning to occur naturally and contextually as part of the daily flow of work. To properly engage and retain employees, organizations need to:

1. **Empower individuals** with the tools that make it simple to identify development opportunities and define a personalized path for career growth.

2. **Equip leaders** with the insight they need to keep their teams involved with the mission of the organization and productive, while fostering collaboration and continuous development to drive business outcomes.

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3. **Recognize and reward employees** in the most meaningful way. Providing employees with real time and relevant development and performance feedback is important. Both managers and employees need the tools to ensure they have a view of major accomplishments, goals and learning progression. This helps employees to feel invested in, engaged, improved and rewarded.

Skillsoft’s learning and talent technology enables the Self-Developing Organization, by addressing the holistic needs of every employee—from individuals to leaders—with simple, intelligent talent management processes. This insight helps organizations engage, retain and make informed decisions about the management and mobility of talent.

*Meeting the holistic needs of the organization.*

Get the latest updates on Skillsoft’s learning and talent technology on Skillsoft.com.