



Enhancing the Employee Experience Nurturing Symbiotic Relationships in the Workplace

Session 1



 **Vensure**
Employer Solutions

Presenter



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Today's Topic

Enhancing the Employee Experience

We will examine how to...

01. Uncover what employees need from their employer

02. Cultivate symbiotic relationships



As employees bring forth their invaluable talents, skills, and time, they seek not only professional growth, but also a rewarding experience within their organization.



Uncovering What Employees Need From Their Employers





Open Communication

- Establish a culture of open communication where employees feel comfortable sharing
- Encourage regular check-ins between employees and managers
- Create opportunities for dialogue and collaboration

Trust

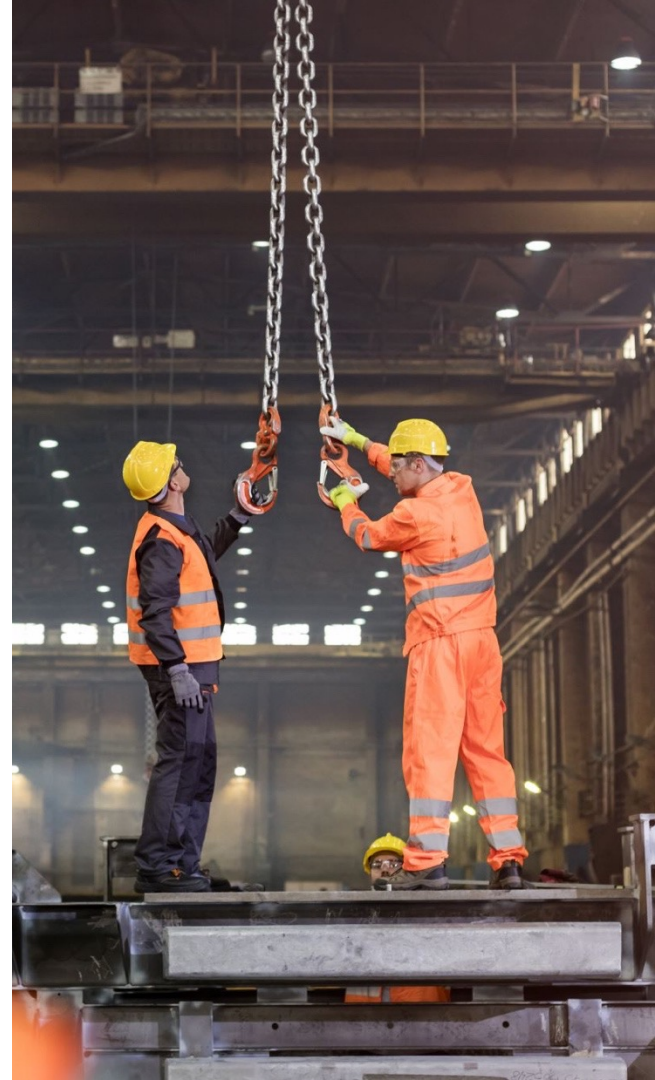
- Be transparent, and have open communication
- Demonstrate integrity within the organization
- Build trust by delivering on commitments, honoring confidentiality, and being consistent in actions and decisions

Listen and Observe

- Actively listen to employees during meetings
- Pay attention to their non-verbal cues
- Observe patterns and themes that emerge from conversations

Support Professional Growth

- Demonstrate a genuine interest in employees' professional development
- Provide opportunities for learning and advancement
- Support employees in achieving their goals and aspirations





Encourage Collaboration

- Find ways for employees to work together, share knowledge, and contribute their unique skills and perspectives
- Foster teamwork through cross-functional projects, group problem-solving sessions, and team-building activities

Recognize and Appreciate

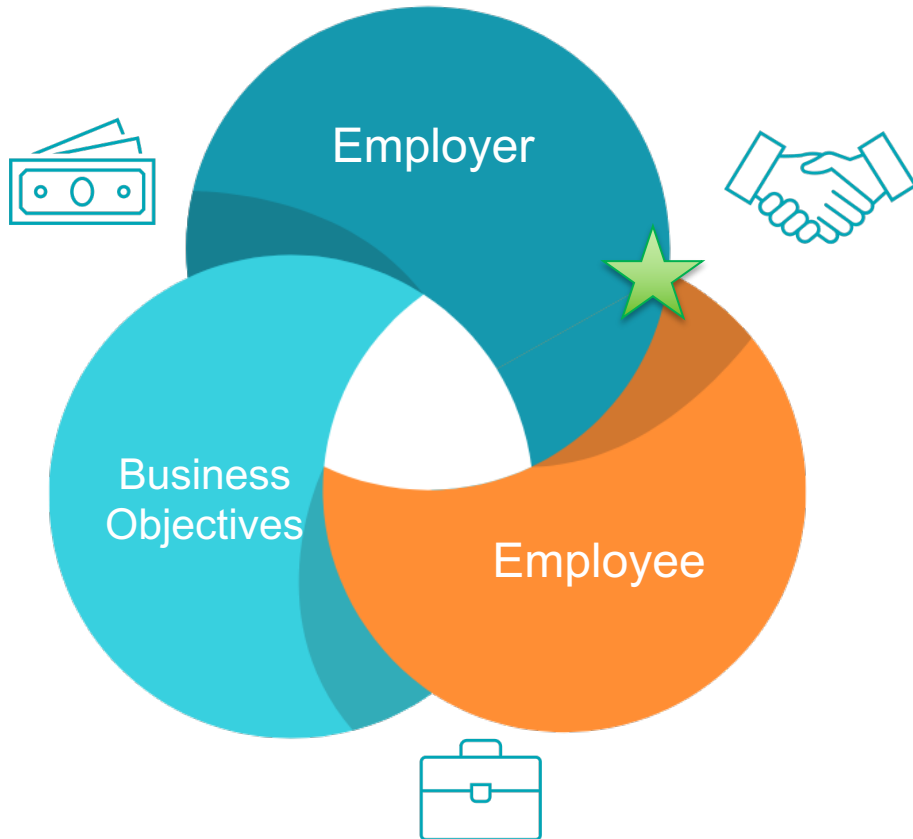
- Regularly acknowledge and appreciate employees' contributions
- Celebrate achievements, milestones, and exceptional performance
- Recognize employees' efforts in meaningful ways, that matter to them



Symbiotic Relationships



Symbiotic Relationships in the Workplace



What is Symbiosis?

It is a mutually beneficial relationship between different people or groups

Lead with Diverse Mindsets

Challenge Unconscious Bias

- Raise awareness about unconscious biases that may exist
- Encourage individuals to reflect on their own biases and work towards mitigating their impact
- Provide training and resources to help individuals recognize and address biases

Foster Psychological Safety

- Create a safe space where individuals feel comfortable expressing their ideas and opinions without fear of judgment or negative consequences.
- Encourage open communication
- Ensure that diverse voices are heard and valued during discussions and decision-making.



Embrace Inclusion

- Create an inclusive environment where everyone feels valued and respected, regardless of their background, identity, or perspectives
- Actively seek out and welcome diverse voices and perspectives

Cultivate Cultural Competence

- Develop cultural competence by educating yourself and your team about different cultures, values, and perspectives.
- Encourage open dialogue and learning about various backgrounds and experiences.
- This helps build empathy and understanding, allowing for more inclusive and effective leadership.

Regularly evaluate the impact of diverse mindsets within your team or organization.

Build Diverse Teams

- Enhance the range of skills, experiences, and perspectives
- Create a mix of backgrounds, disciplines, and expertise
- Encourage diverse thinking and innovation

Lead by Example

- Model inclusive behaviors
- Actively seek diverse perspectives
- Actively listen to understand different viewpoints
- Embrace feedback
- Show a willingness to learn and grow



Raise Your Hand





Part 2: Developing the Organization: Cultivating and Celebrating Talent

July 27, 2023
12:00 p.m. ET (20 Minutes)

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QUESTIONS?

**Thank you
for your time.**

