



The Engagement Architects's Cheatsheet.

This cheatsheet provides practical exercises and actionable strategies to help you enhance employee engagement and build a thriving workplace culture

1. Purpose Alignment Workshop

 Time Required: 45 minutes

Objective: connect employees' daily work to the broader mission of the company.

1. Host a 45-minute workshop with a mix of employees from across the company.
2. Ask them to discuss how their work contributes to meaningful success and what aspects of their role feel the most meaningful.
3. Identify any common blockers that might be hindering this mission.
4. Brainstorm one actionable step per blocker.
5. Set a plan to follow up on progress with this actionable step.

2. The feedback loop

 Time Required: 20 minutes

Objective: foster a culture of open communication and continuous improvement.

1. Implement short, frequent feedback sessions within your team or company (weekly or bi-weekly). These may act as a complement to regular reviews.
2. Encourage peer-to-peer feedback using a structured approach. Ask questions like: what's working well, what could be improved? and what support is needed?
3. Share and reflect on this feedback during each follow-up session.

3. Celebrate the wins

 Time Required: Ongoing

Objective: encouraging regular feedback and celebration of progress.

1. Create a forum (e.g., internal site) for any employee at any level to share recent wins they have achieved or have seen someone else achieve.
2. Set up regular opportunities to raise awareness of these (e.g., town halls, newsletters).
3. Encourage people from across the organisation, no matter their function or seniority to participate.

Want to take the guesswork out of how to build and sustain an engaged, motivated culture? It might be time to [Powerup](#).