



The major pain point of a tight labor market is that you have a lean staff and more than ever, you need to invest in employee retention. Employee turnover is always expensive, but when labor is tight, the impact of turnover is multiplied. We love finding great content and sharing it. Here's some HR gold!

This list was developed by [ERC's HR Blog](#) and we love their simple actionable ideas so we are sharing them here with our Builder Promotions Clients. [ERC is a Human Resources services company](#). Check out their blog for other great content.

Below are 100+ ideas for employee engagement activities:

1. Share stories about how employees' work impacts customers and the organization.
2. Volunteer at a local charity or [non-profit organization](#).
3. Start an internal company newsletter or blog in which employees and leaders can contribute content.
4. Create a [wellness committee](#) to implement initiatives around the office.
5. Start every meeting by recognizing one person for a recent accomplishment.
6. Create a job shadowing program for employees to job shadow and learn about other departments in the company.

7. Create a years of service recognition program.
8. Offer a [flexible work schedule](#).
9. Provide employees with job opportunities outside of their regular job duties.
10. Have the leadership team eat lunch in the cafeteria and promote employees coming to talk to them with questions or concerns.
11. Have a no-email day once a month to encourage employees to encourage in-person interaction.
12. Provide on-the-job leadership opportunities for non-management top performers.
13. Have internal training classes once a month for employees to learn more about the company's products/services.
14. Create an employee idea/suggestion program.
15. Have supervisors write thank you cards to employees, letting them know much their contributions are valued.
16. At staff or team meetings, encourage employees to recognize their fellow co-workers for a job well done.
17. Schedule regular one-on-one meetings with staff.
18. Create an employee of the month award.
19. Allow employees to bring their dog and/or bring their child to work day.
20. Create succession plans and communicate them to successors.



21. Invite top performers to attend a networking or special event with senior leaders.
22. Invite each employee to attend at least one [training program](#) each year.
23. Host exercise or yoga classes at the office.
24. Give employees stretch assignments to challenge them.
25. Recognize a personal accomplishment or milestone in employees' lives, such as births of children, weddings, retirements, and professional development achievements.
26. Start a new-hire mentor or buddy program.
27. Meet one-on-one with employees to talk about what they like and dislike about their job.
28. Implement a fitness program or activity.
29. Host an all-staff or team potluck breakfast or lunch.
30. Create a cross-training program.
31. Create employee-led committees for safety, wellness, or other workplace initiatives.

32. Host a community involvement day.

33. Have senior leaders work with non-management employees on projects and assignments.

34. Take a high performing employee out to lunch and/or host a luncheon or breakfast with a small group of employees.

35. Have monthly/quarterly town hall meetings during which senior management reports on the state of the business and employees have a chance to ask questions.

36. Talk about career development with top performers at least once a year.

37. Require that every manager provide ongoing coaching and feedback to their employees.

38. Start a profit sharing or bonus program.

39. Provide employees with extra time off as a reward, perhaps around a holiday.

40. Give employees a day off for their birthday.



41. Host a [summer company picnic](#) or outing and a holiday party every year.
42. Do something special for employees when they are take on extra work while another employee is on vacation or out sick/on a medical leave.
43. Create open, comfortable collaboration spaces in which employees can gather together.
44. Implement an open door policy.
45. Match an employee's charitable donation.
46. Have employees participate in developing the organization's mission, vision, values, and strategic direction.
47. Create a mentoring program.
48. Give employees a paid day off to volunteer at a charity or non-profit organization of their choice.
49. Have a different department lead company staff meetings each time. Let the department plan an activity and report on what their department does.
50. Hang a white board (or other type of collaboration board) in the office and each month post a "Question of the Month" and leave markers for employees to write their answers.
51. Support an employee with a personal or work situation, such as a medical issue, loss of a relative, etc.
52. Pay for one professional membership per employee per year.

53. Offer employees to attend a conference paid by the company.
54. Give stretch assignments to top performers.
55. Give top performers the lead on special projects.
56. Create a culture committee comprised of employees.
57. Coordinate an employee appreciation day/week.
58. Allow employees to work from home as needed or on the regular basis.
59. Have a peer nominated employee of the month award.
60. Have non-management employees lead department or team meetings.



61. Rotate each person in your department leading a department meeting.
62. Have a welcome celebration and/or activity for newly hired employees.
63. Create a KPI board so employees can track how well they are doing on a daily/weekly basis.
64. Have a praise board in a public place where employees can informally thank other employees.

65. Do a short daily stand up at the beginning of each shift to recap what is going on in the department and business.
66. Coordinate a [team-building](#) event or retreat.
67. Start an internal knowledge-sharing group or initiative.
68. Create a book club in your organization on leadership, management, or industry-related topics.
69. Create a personalized learning and development plan for each employee.
70. Offer career counseling or coaching.
71. Implement a creativity and innovation contest.
72. Take candid photos of employees and at events to share on a [bulletin board](#). Every month start with a new board and create an ongoing scrapbook of the old pictures.
73. Contract with a wellness or health coach to come on-site.
74. Have a monthly birthday celebration for all birthdays in the office.
75. Put fun games and entertainment in a common area, such as a ping-pong table, television, or Wii.
76. Create a leadership development or emerging leaders program.
77. Offer career opportunities and promotions internally before seeking external hires.
78. Offer online training courses.

79. Allow employees to personalize their workspace.

80. Have a field day of outdoor activities or a few field hours during lunches throughout the summer.



81. Send top performing employees to a train-the-trainer class so they can help train new associates in their departments.

82. Start a tuition assistance/reimbursement program.

83. Have a company history month, during which employees learn about the history of the company through different activities.

84. Encourage employees to improve at least one thing about their job each quarter that helps the department and/or company.

85. Have senior leaders make "rounds" around the office each week (if possible) to interact and communicate with employees.

86. Have the CEO or top executive write a column for the internal company newsletter or blog.

87. Highlight a different employee in each internal newsletter.

88. Give surprise half days to the whole staff.

89. Create an internal job board on which positions are posted internally before looking for outside candidates.
90. Create a company vegetable garden together as a staff.
91. Have employees set yearly professional and developmental goals.
92. Celebrate employee work anniversaries; give employees a gift and a card on their anniversary.
93. Give all employees a compensation increase each year. Differentiate increases based on performance.
94. Offer educational opportunities or programs related to stress management.
95. Have casual dress Fridays.
96. Get everyone involved with safety and have a tally in a common area of how many days without an accident. Every 60 days with no accident everyone is rewarded.
97. Play music in the office.
98. Host meetings outdoors for a change of scenery and fresh air.
99. Start a community puzzle for employees to work on during lunch.
100. Initiate a walking, running, or other type of exercise club.

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