Employee Engagement and Retention using

Understanding and achieving your client's needs is a fundamental component of any business success. From this core area of competence, that requires the participation of all our clients, team leaders and and project Managers. All employees are involved in the development of new and innovative projects, which help to create a dynamic and appealing work environment.

In our leadership training programs we emphasis the importance of appropriate recognition and that “peer recognition” has a very high value. Sometimes the most valued recognition is peer recognition. Our program allows for all three. The purpose of recognition is to make employees feel invested in what they do. Emotional engagement directly influences performance in a positive way.

If employees feel appreciated, they are more likely to engage in a variety of On Demand training which is available to employees via self-paced learning.

It is important for the training department to stay in close contact with their leads on all projects, they ask about the client, the industry, themselves, leadership and understanding how each employee brings value to the Company. S2Tech works at engaging its employees in continual, meaningful learning activities that make them feel valued.

Promote from Within

Promoting from within is vital to encourage employee engagement in career planning and continual development of leadership skills.

When we noticed the shift from Legacy to Rules Based systems we understood that more Business Analysts were needed who could work with our Government Healthcare Industry. This led to a new training program utilizing a combination of research and Subject Matter Experts within the company and tailored programs utilizing our existing knowledge, character, and ability to constantly learn. Employees need to know they have a chance to achieve their career goals by expanding cross training and knowledge sharing sessions. Succession planning is a vital part of the ongoing career planning process.

When we had seen the need to hire talented Business Analysts we understood that our employees had to be trained in how to utilize the new systems. This led to a new training program that allowed for all employees to be involved in the training to Government Healthcare Industry needs and standards.

3 Tips for Employee Engagement

1. Present a clear vision of the company's Mission

Employees have a better understanding of what they are working towards when they have a clear vision of the company's Mission. This can be achieved through regular team meetings, company-wide email updates, and personal interactions with employees.

2. Develop and grow your leaders from within

Leadership for all employees is key to employee engagement. S2Tech believes in developing leaders from within the company and promoting from within to encourage employee engagement in career planning.

3. Build employee engagement by sharing success

When employees feel valued they are more likely to engage in a variety of On Demand training which is available to employees via self-paced learning.