Our Engagement Journey 2018
Some of our highlights and achievements during 2017...

- Of our employees are engaged: 75%
- Of our employees say that managers act consistently: 74%
- Of our employees have discussed their performance and personal development with their manager: 83%
- Of our employees agree that we work effectively to get the best results: 83%
Of our employees have pride working for the company

Of our employees understand our Mission, Vision and Values
Why Engagement is important:

01 Work / life Balance
Contributes to our happiness at work and at home

02 Self Rewarding
Feeling of positivity and satisfaction

03 The ‘Feel Good’ Factor
Drives motivation

04 Positive Environment
Better environment and improved relationships
What you said we are good at...

“Managers act with consistency, provide clear expectations and genuinely care for you”

“Managers communicate in a timely and effective manner”

“You are motivated to contribute more than what is expected”

“You feel you ‘fit in’ at work”

“You are inspired to do your best”

“Team mates are willing to help out”

“Your performance and personal development has been discussed with you”

“You are proud to work for the airport”
Our 2018 Engagement Focus:

**Leaders to continue to:**
- Care for and recognise employee efforts
- Provide regular feedback about performance and development
- Ensure suitable tools and equipment are available to do the job
- Deal with negative behaviour and conflict

**Inclusiveness to support employees to:**
- Feel valued and appreciated
- Celebrate success and share the good news stories
- Improve work processes

**Communication to:**
- Ensure information that is important is shared
- Ensure team meetings and handover meetings take place and are effective
- Ensure suitable tools and equipment are available to do the job
- Deal with negative behaviour and conflict
An integrated approach to health and wellbeing can nurture employee engagement while promoting a workforce where people are committed to achieving success. An effective workplace wellbeing programme can deliver mutual benefit to people, businesses and the wider society. It should also improve the quality of our lives by giving us meaning and purpose and contributing to our overall wellbeing.
We will all live our Vision and Values through:

- Open and inclusive culture
- Training & Development Opportunities
- Company Policies and Procedures
- Effective Leadership
- Open communication and Effective Team Meetings
- Feeling valued and recognised

Other support programmes on offer are:

- Employee Assistance Programme with BHSF
- Occupational health support