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With employees in various businesses still working remotely, communication in businesses and teams will remain a major challenge. Gone are the days of a quick exchange in a hallway or a cup of coffee in the office kitchen, now communication will take work and dedication.

Communication is the cornerstone of employee engagement. According to a 2017 Gallup study (which can be accessed [here](#)), companies with engaged employees earn between 2 and 5 times more than companies who have employees who are not engaged.

Communication ensures that employees understand what is expected of them, provides them clear purpose in the workplace, builds the culture within the workplace and teaches accountability to all parties.

Improving communication starts at the top to meet your business intent. Often, effective communication at the workplace is what distinguishes a good leader from a great one. Communication at workplace defines organizational goals and helps coworkers collaborate. This is a step towards a fundamental business practice for a committed and productive workforce. In a study, companies ranked communication skills twice as important as managerial skills. Here are the skills that employers mostly seek in new hires, ranked in terms of priority.

Communication tools will differ from business to business, but by following these simple guidelines, communication should be vastly improved.

1. Check in with your team. This can be virtually, but show that you care as supervisor and make sure that you initiate contact regularly.
2. Don't just speak, listen too. Communication is two-way and feedback from employees should be encouraged, listened to and implemented where possible.

3. Emphasise what people are doing right. Speak up if things are not going well, but don't only give negative feedback. Everyone is trying their best under very trying circumstances.
4. Feedback should be detailed. Vague feedback creates uncertainty, the opposite of what you want to achieve.

Getting the basics right will ensure that you pave the way to higher employee engagement and a healthier, happier workplace.