



## **EMPLOYEE ENGAGEMENT IN SUCCESSFUL ORGANISATIONS**

### **GETTING OUR PEOPLE TO GO THE EXTRA MILE**

In this brief sequel to the article entitled *I Love a Real Challenge But...*, Derek Dann offers a definition of employee engagement according to the Institute of Employment Studies (IES) and draws on a 2010 report by the Chartered Institute of Personnel and Development (CIPD) to explore employees' perceptions of middle and senior managers. He proposes organisational climate as a foundation for better employee engagement and lists key factors for a successful employee engagement strategy.

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