

Your Disengaged Managers Matter to Overall Employee Engagement

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In a [recent report](#), the cause for the recent decline in employee engagement was linked specifically to decreasing manager engagement. Less than a third of all managers feel connected to their workplaces. Disengaged managers can lead to disengaged employee teams. So how organizations support them can have a real impact on overall business productivity.

Research shows that managers experienced a five percentage point decline in their overall well-being in 2024; the largest change in more than a decade. Not surprising given the tumult and uncertainty of our [post-pandemic](#) American workplace. Inflation, economic uncertainty, HR leaders cannot solve these issues. However, they can support managers by providing the necessary tools so that they and their teams can thrive in difficult times.

In 2025, think about how your organization can do the following:

1. Make Management Training A Priority.

America is still experiencing a [labor shortage](#) and employees at every level are feeling the strain in their workloads. But managers in particular feel the burden while acting as the mediator between organizational objectives and employee output. Role training can provide them with strategies to maintain the balance between employer demands and employee needs.

2. Make Management Training Ongoing

Much like your employees forget about their benefits once open enrollment is over, your managers need their skills to be refreshed and continually developed. Doing so can give HR leaders insight into management's specific needs and where knowledge gaps persist and need to be addressed. It can also give managers a space to discuss the dilemmas they face handling their teams.

3. Make Mental Health Benefits Manager Friendly

Managers should be given talking points for how to refer their subordinates to the appropriate program as one element of management training. They should also be encouraged to use these benefits as part of your organization's overall culture and commitment to employee well-being. Start by promoting your employee assistance program for example.

There is no easy solution to the problem of employee engagement, never mind your managers. However, if this downward trend continues it could have a severe effect on business performance and productivity. Start with an employee survey to see where the fractures lie in your organization. Talk with managerial staff. Then discuss strategies with your broker so you can support your staff and succeed in business.

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