ENGAGEMENT WORKSHOPS

Engaging activities and discussions with expert facilitators. Whatever your engagement need, we have a workshop to suite your participants and budget.

The Employee Engagement Group

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1 ENGAGING EMPLOYEES TO DRIVE RESULTS

This is our signature workshop based on Bob Kelleher's best seller, *Louder Than Words – 10 Practical Employee Engagement Steps…that DRIVE results* and includes practical takeaways and tools. Note: The 1-2 hour version is a great first workshop as it often helps prioritize follow up workshops.

2 ENGAGING THE GENERATIONS

This is a popular workshop focusing on the different work styles and leadership approaches to best engage the four very different generations working side by side in today's workforce: Baby Boomers, Gen X, Millennials, and Gen Z. It's not enough just to know about the four generations present in our workforce today. It's time to truly understand them.

3 BUILDING A HIGH PERFORMING AND ALIGNED TEAM

This dynamic workshop is ideal for leadership teams that have been recently formed; have new members; have a new leader; and / or are not yet functioning at a high level. We use a variety of tools and assessments to establish the current state of the leadership team, as well as the current state of the individuals within the team. We then build group consensus on the desired state of the team and collaboratively build a plan to leverage strengths and eliminate obstacles.

4 EMBRACING AND MANAGING CHANGE

We introduce multiple change models (each addressing a different component of change), while highlighting change expectations, how to communicate change, and how people handle change (and why). We can customize a change development workshop to help your organization understand the dynamics of change, while helping your managers and employees reach new performance levels after it happens.

5 RECOGNITION BEST PRACTICES

This workshop highlights the importance and psychology behind staff recognition, as recognition is one of the most impactful and inexpensive engagement drivers. We will introduce recognition best practices, tools, and traps to avoid.

6 LEARN THE TRAPS OF UNCONSCIOUS BIAS

We all have biases, either consciously or subconsciously, that have a profound impact on how we communicate, who we hire, and decisions we make. Learn to avoid your own Unconscious Bias Traps.

7 YOU DON'T HAVE AN ENGAGEMENT ISSUE, YOU HAVE A HIRING ISSUE

This workshop focuses on hiring the right people to succeed at your organization. We introduce the B.E.S.T staffing model, which emphasizes the need to include key evaluation criteria in staff selection. This workshop includes some terrific tools, hiring approaches, and a data base of interview questions based on behaviors and traits.

8

EMPATHY IS THE NEW BLACK

The empathetic manager holds the secret source to maximizing the engagement of employees. Because employee engagement is not linear (we all have good and bad days), one's engagement is often predicated by what happens AFTER work. While engagement is often seen as a top-down process driven by organizational management, learn why tomorrow's organizations need to foster improved relations between the manager and employee, including the 7 motivational drives and how to use them to guide development and growth.

9

ENGAGING FOR HIGH PERFORMANCE

This module introduces key performance management tools and approaches aimed at building an engaged and high performing culture. The need for accountability (a key engagement driver), measurements and rewards, and pay for performance best practices are all highlighted. Takeaways include key performance quadrants that are both practical and impactful manager tools.

10

I-ENGAGE - MY ROLE IN ENGAGEMENT

Based on Bob Kelleher's latest book *I-Engage*. Engagement is truly dependent on individual accountability. Do managers know what engages them? Are they engaged in their current positions? Do they know what positive emotions drive engagement, or are they being inhibited by negative emotions? Managers will learn the secrets to becoming a more engaged, motivated, and productive manager (and employee) in this captivating and self-reflective session of self-discovery.

11

A LESSON IN EMOTIONAL INTELLIGENCE

Learn the 5 areas of emotional intelligence, including the importance of both self-awareness and empathy. You will uncover what triggers your stress, along with the stress of your employees, in order to best prepare your organization on how employees can change their future responses. Discover how to recognize emotions in others and how to best leverage empathy in building more effective workplace relationships.

12

HOW TO HAVE DIFFICULT DISCUSSION

This workshop focuses on why people often avoid 'discussing truths', whether it is verbally agreeing when one doesn't agree, avoiding giving feedback that is constructive, refusing to hold people accountable, and / or dealing with difficult or different personality types. Key takeaways include a specific process to follow to have a difficult discussion

13

BUILD A COMMUNICATION AND ALIGNMENT CULTURE

This workshop is great for leadership teams as it helps them build an organization wide communicate promise by defining the leadership priorities and key message points (the 'what'), the frequency of message (the 'when'), the specific venue (the 'where'), and the messenger (the 'who'). It builds accountability, consistency of message, and engagement of staff.

14

THE TUCKMAN TEAM DEVELOPMENT CYCLE

The Tuckman Team Development Cycle introduces the four stages of team development: Forming, Storming, Norming, and Performing. Learn why it is normal to be in each stage, and why it is abnormal to STAY in any one stage – including Performing.

15

SHATTERING THE GLASS CEILING ONCE AND FOR ALL

This timely and thought provoking module describes a solution for both females and males. It addresses what's holding back women in the workplace; what is the role of men in gender equal workplaces, especially male leaders; how can men be part of the solution; what is the responsibility of top leadership; the latest research in best practices for gender equal workplaces, including recent research on the role of men in implementing change.