



# ENGAGING EMPLOYEES

How to effectively reduce low morale and high turnover by creating a culture that keeps employees engaged.

## Overview

Employee engagement is not a morale issue; it is a leadership issue. It is up to leaders to create an environment where employees can thrive. To do that, leaders must have an individualized plan for each of their people. In this course, leaders will assess their team’s current level of employee engagement, evaluate their current approach, create action plans for improving engagement, and implement an ongoing accountability system to ensure measurable progress.

## Goals

- Measure current levels of engagement and learn how to make improvements.
- Create a strategy for engaging employees long-term.
- Deploy a step-by-step accountability system for increasing engagement.
- Test plans with fellow leaders to ensure applicability within the organization.

## Details

### Length

3-4 hours

### Venue

Indoors or virtual

### Group size

5-500 people

### Includes

- ✓ Professional facilitation.
- ✓ Impactful discussions.
- ✓ Application exercises.
- ✓ Research based materials.
- ✓ Digital review materials.
- ✓ Pre and post strategy sessions with leader.
- ✓ 30-Day follow up with group.

### Rates

Venue	Base	11-200	200+
In-person	\$2,950	\$35	call
Virtual	\$2,450	\$15	call
Survey	\$500	\$10	\$8

*First 10 people included in base rate.  
Add profiles: \$140 per person.  
Add 3-month mastermind: \$2,325*

*“Thank you so much for an OUTSTANDING session!”*

*~ SunTrust*





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## Agenda & Activities

**Engagement Survey (optional)** Before the program, a survey is sent out to the workforce to measure their level of engagement. If a survey has been done recently, those results may be used.

**Pre-event Consult (30 minutes)** The team leader and facilitator review the group information, align on outcomes for the event, and cover any other details to ensure a successful program.

**Introductory Challenge (10-20 minutes)** A thought-provoking activity that requires input from the entire group to solve. This gets the group engaged and thinking about what they want to get out of the program.

**Employee Survey Review (20 minutes)** The results and trends from the employee engagement survey are reviewed, and key areas are identified.

**The Teamwork Compass® (15-20 minutes)** A short, interactive conversation about the key ingredients of teamwork, how different team members have a stronger affinity for some of those ingredients, and how leaders can bring them all together to create a cohesive team.

**Employee Engagement System (45 minutes)** An in-depth look at the factors that create high levels of employee engagement -- and what can undermine it. We then present a process for increasing and maintaining employee engagement.

**Application Exercises (45 minutes)** Leaders create an engagement plan for each of their direct reports and an accountability plan for supervisors reporting to them.

**Hotseat (30 minutes)** In small groups, each leader presents their action plan, and their peers provide feedback and offer suggestions. These insights from other leaders in the same organization are incredibly valuable. Leaders establish accountability systems to ensure follow-through and support.

**Final Leadership Challenge (20-30 minutes)** Participants identify and utilize leadership strategies and discuss how to use them to guide their teams successfully.

**Wrap-up (5 minutes)** The team shares observations and what they want to focus on going forward.

**Post-event Leader Consult (20-30 minutes)** The program facilitator will share suggestions for ensuring that the group follows through on their employee engagement.

**Virtual Group Follow-up (45-60 minutes)** Approximately one month after the event, your facilitator will host a virtual follow-up session to review key concepts of employee engagement, answer questions, discuss best practices, and create accountability.

