



Jason Lauritsen **Program Description**

Leadership Training: Driving Performance Through Employee Engagement

Content Outline

1: What is Employee Engagement?

Through individual exercises and group discussion, participants will explore what employee engagement looks and feels like in the workplace and how it impacts our work and lives. This exploration will move the idea of engagement from the realm of concept into a tangible connection with behaviors and results.

2: Defining Employee Engagement

To drive employee engagement requires a clear understanding of what it is and how it works. In this section, participants will come to understand engagement as a set of outcomes we work to earn from our employees. Then, the focus will turn to understanding the five dimension of employee engagement and the role that management and leadership plays in each.

3: Lessons from Best Places to Work

Based on insights drawn from analyzing employee data collected at thousands of organizations through Best Places to Work programs, myths and best practices about what employees look for in a best place to work will be shared and discussed.

4: Engagement Builders & Killers

At this point, the workshop turns to a very practical, "how to" focus. Participants will discover three powerful engagement builders and two toxic engagement killers. These concepts will be shared, explored and practiced through individual and small group exercises.

5: Action Planning

To close the workshop, each participant will spend time reflecting on the content of the workshop in order to make specific commitments. These commitments will reflect how the leader will take immediate action to increase engagement with those they lead. The plans will then be shared and discussed with peers for feedback and support.