

Creating a Culture of Employee Engagement

"A 0.1% increase in engagement was worth \$100,000 to one Best Buy store. Low engagement companies experienced an 11.2% decline in earnings per share*."

—*Source: *The 2019 Annual Employee Engagement Report*
<https://resources.predictiveindex.com/report/employee-engagement-report-full/>

Creating a Culture of Engagement is a highly interactive two-day instructor-led experience where managers/leaders learn how to increase employee engagement and strengthen teams, leading to tangible business results. It is a hands-on, process-oriented, action learning session.

The focus is on what the organization needs to do, as well as what individual leaders need to do, to create collaborative teams and a culture of engagement.

The purpose of Creating a Culture of Engagement is for managers/leaders:

- To understand they have the responsibility for creating a culture of engagement for their own team and across their organization.
- To understand the five critical elements of creating a culture of engagement.
- To know what they must do to create the five elements of an engagement culture in their own team and organization.

Managers/Leaders need to understand employees have a choice to be engaged or not. The manager's/leader's role is to actively and intentionally work to create a culture of engagement.

Exclusive tool to be used:

PI Employee Experience Survey**

To maximize the learning experience and engage leaders before the session, the direct reports of participants complete an online Employees Experience Survey.

What will you learn?

By the end of this workshop, you'll be able to:

- Understand what's driving people and team engagement—from successes to areas of opportunity.
- Create a preliminary personalized action plan based on your team's results.
- Get frameworks and tools to improve leadership and management skills.

What impact will you see?

As a result of this workshop, managers will:

- Have an action plan to address opportunities for greater engagement within their teams.
- Use a common framework to take action.
- Sustain momentum by receiving best practices to execute action plans after the workshop.

Duration:

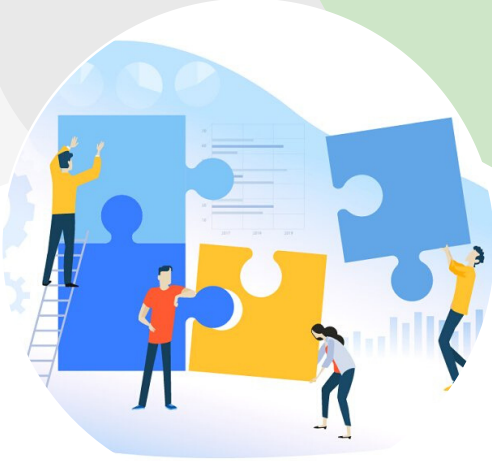
2 days



ORGANISATION



TEAM



MANAGER



JOB



What is the PI Employee Experience Survey?

The PI Employee Experience Survey measures employee engagement in four domains.

What's so special about these four categories? They determine whether your people feel engaged or disengaged.

- Ex) A mismatch between the employee and their job = disengagement
- Ex) A match between the employee and their manager = engagement
- Ex) A mismatch between the employee and the organization = disengagement
- Ex) A match between the employee and the people on their team = engagement

These direct reports rate the organization's leadership team collectively on how well they execute in providing each of the four elements of engagement.

During the workshop, managers/leaders receive an organizational summary of the Employee Experience Survey results. The report shows the strengths and greatest needs for each of the four engagement elements.

