

Welcome

Keynote Address & Group Discussion

Employee Engagement





What we do

Our tailored solutions shift mindsets & cultivate competence at each level of the organization

INDIVIDUALS



Coaching / Webinars / Skills Building
360 Feedback / Leadership Assessments

TEAMS



Team Development / Action Learning /
Hackathons

ORGANIZATIONS



Organizational Change Journeys / Leadership Summits
Agile Change Initiatives / Keynotes

Based on your unique **organizational needs**,
we combine our **customized products** to co-create an **exclusive change journey**



Key Principles of our Approach



Transform people, teams and organizations to succeed in a rapidly changing world



by evolving mindset, skills, and culture



and embedding them into the strategy, structure and practices

To affect **positive, sustainable change** across all levels of the **organization**



Extremely Valuable Human Traits

Organisations with great Employee engagement
will have the competitive advantage

Welcoming
Creativity

Encouraging
Imagination

Rewarding
Innovation

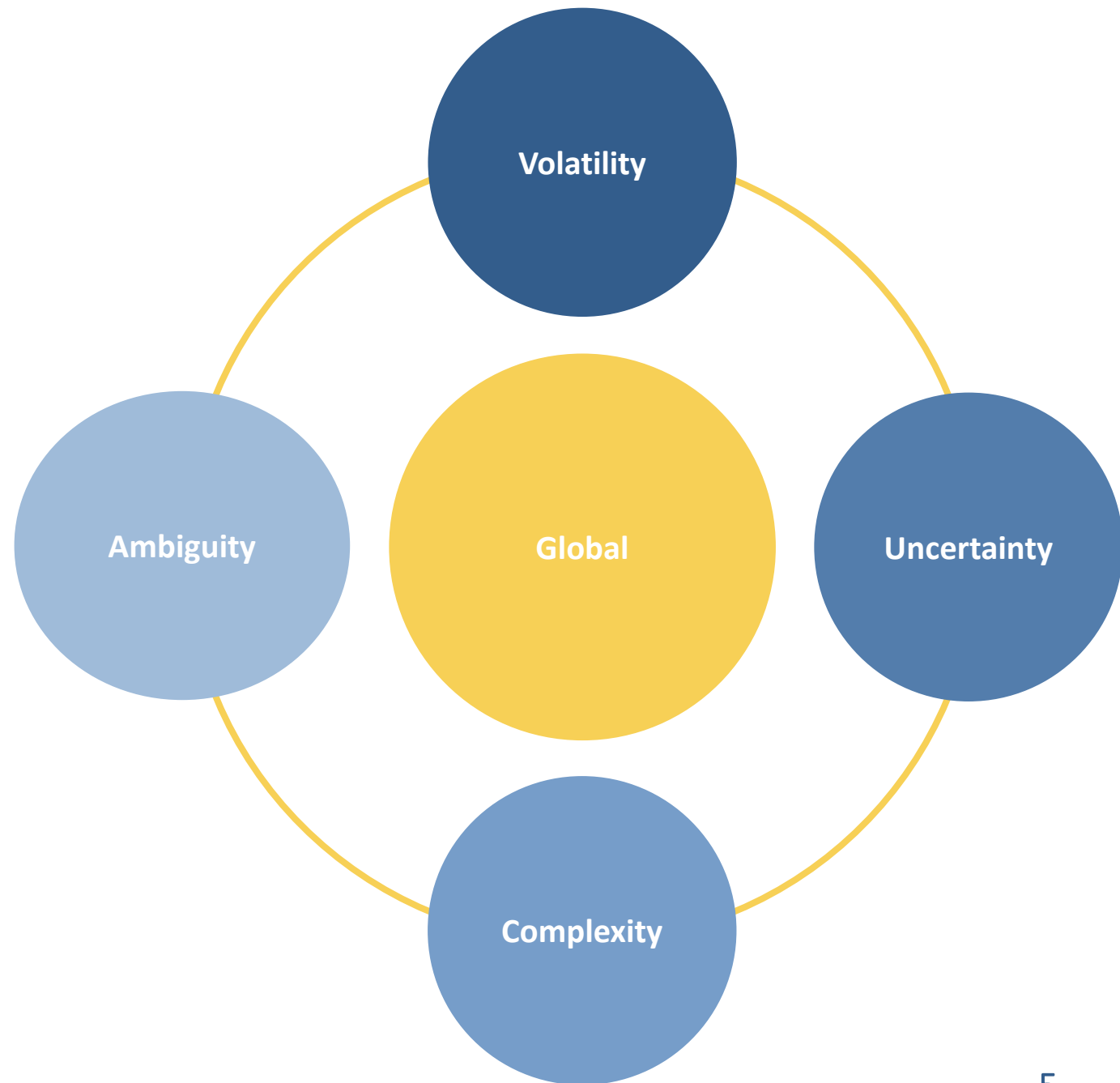
Validating
Intuition

Accepting
Emotions

Embracing
High Ethics



The VUCA-G Business World



What Does Engagement Look Like?

Behaviours portrayed by employees

Engaged Behaviours

Optimistic

Team-oriented

Goes above and beyond

Solution-oriented

Selfless

Shows a passion for learning

Passes along credit but accepts blame

Disengaged Behaviours

Pessimistic

Self-centred

High absenteeism

Negative attitude

Egocentric

Focuses on monetary worth

Accepts credit but passes along blame

Intrinsic & Extrinsic Motivators?

- Freedom to make decisions & contribute ideas
- Acknowledgement and a sense of belonging
- Accomplishments and a sense of purpose
- Being included in the bigger picture & kept informed
- Pursuit of knowledge and mastery of the subject
- Added responsibilities and accountabilities
- Helping others
- Desire to leave a positive and lasting legacy
- Financial rewards
- Promotions & Titles
- A desire to impress others
- Badges and competitions
- Bonuses, benefits & rewards
- Job security or threat of job loss
- Fear of failure
- Fear of consequences



Human Motivation – 3 Essential Elements



Autonomy

The desire to direct one's own life and work

For greater autonomy empower employees and make everybody responsible for outcomes



Mastery

The desire to get better learn & improve for its own sake

For greater mastery encourage professional development and give the opportunity for growth through learning opportunities



Purpose

Working towards something bigger than ourselves

For greater purpose encourage innovation and new ideas; provide the tools and the environment needed to work on them





How Human-Centred is Your Organisation?

The Employee Engagement Sensemaking Canvas



Current Conditions:

*Where is your organisation today?
What is already happening in your organisation?*



Goals:

*Where do we want to be (in future)?
What are your organisations engagement and retention strategies?*



Gaps:

What needs to change?



Prioritisation:

*What do we need to focus on?
Where should our energy and resources be focussed?*