

Engagement Solutions Suite

Population	Capability	Features
Chief Engagement Officers & Executive Sponsors	Employee Engagement Survey , an online diagnostic, with analysis and reporting, to provide insights into engagement levels and drivers. Recommendations and consulting focus on identifying immediate actions, not just cascading communications of results. See Engagement Portal and Champion Certification below for complementary services.	<ul style="list-style-type: none"> • Always custom • Translations and paper versions available
Executives	Leading Out Loud , an intensive working session equipping leaders with a practical communications approach that ensures employees understand what to do <i>and</i> care enough to take action. Optional leadership assessment available.	<ul style="list-style-type: none"> • 2-day workshop
	Executive Coaching , personalized 1-on-1 development for leaders who need to increase their effectiveness as individuals and/or part of a team.	<ul style="list-style-type: none"> • Always custom • Individualized plans
Sr. & Mid-Level Leaders (Managers of Managers)	Why Should Anyone Be Led by You? A leadership workout experience that equips leaders to demonstrate authenticity, create meaning for employees, build community, and excite the workforce to exceptional performance.	<ul style="list-style-type: none"> • Blended learning • 1- to 2-day “workout”
Front-Line Leaders	The Engagement Equation , a workshop that helps leaders understand the factors that influence engagement, manage their own engagement, understand individual team members’ engagement drivers (through structured engagement conversations), and create a team environment that fuels engagement.	<ul style="list-style-type: none"> • 1-day workshop • Can be tailored to reflect engagement findings or stand alone as general education
	Career Coaching , a learning experience that equips leaders with a greater understanding of today’s career landscape and conversation tools for supporting individuals’ aspirations and growth – even when few “traditional” career opportunities exist.	<ul style="list-style-type: none"> • Blended learning • Virtual or in-person delivery (2 hrs – ½ day)
	Helping Others Succeed , a systematic, ongoing process of feedback, analysis, planning and action that enables managers to create more effective coaching relationships. It takes the guesswork out by determining individual coaching preferences. HOS “demystifies” the coaching process and provides structure, insights and a framework that mirrors what the best coaches do intuitively.	<ul style="list-style-type: none"> • Blended learning • 1- to 1 ½-day workshop
Individuals	Taking Control of Your Engagement , a learning experience designed to help employees understand the factors that influence engagement, clarify the personal values that shape their satisfaction at work, consider the information and support they need to perform at their best, and identify actions to become more engaged.	<ul style="list-style-type: none"> • Blended learning • Virtual or in-person delivery (2 hrs – ½ day)

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	It's Your Career , a learning experience that provides employees with insights and tools for successful career management. Three core concepts: Know yourself, know your options, take action. Can be augmented with a self-directed online portal of resources for maximum reach.	<ul style="list-style-type: none"> • Commonly tailored through facilitation • Blended learning • Virtual or in-person delivery (2 hrs – ½ day)
	MPG: The Success Connection , a development process that features detailed manager feedback, online activities, a workshop, and a structured employee-manager discussion to align employee interests and actions with organizational goals.	<ul style="list-style-type: none"> • Blended learning • 1- to 2-day workshop
HR Leaders	Engagement Model , BlessingWhite's proprietary "X" model that illustrates how engagement results from the intersection of employee and organizational interests and the achievement of maximum satisfaction and maximum contribution.	<ul style="list-style-type: none"> • Licensing • Certification required to use model
	Career Portal , with self-directed online tools when training is not an option and maximum reach is desired. See It's Your Career and Career Coaching above for content.	<ul style="list-style-type: none"> • Always custom • Licensing
	Engagement Champion Certification , a process that equips members of an organization to become engagement advocates and experts, using BlessingWhite's proprietary methods, models, and resources. Conducted to support a successful Engagement Survey initiative.	<ul style="list-style-type: none"> • Always custom • Certification • Licensing

