

Taking Control of Your Engagement

A business challenge

In most regions of the world, only one in three employees is fully engaged.

A personal quest

Ask a dozen people why they do the work they do and you will get a dozen different answers. Yes, most people will say they work for the paycheck. Dig a little deeper, however, and you'll find other, more personal reasons for getting up in the morning and going to a job.

Engagement is a personal equation shaped by an individual's unique values, interests, talents and aspirations. Full engagement depends on individuals having a thriving personal connection with their work and a belief that they have a promising future in their organisation.

Although leaders and organisational practices can significantly influence employee engagement levels, every person, ultimately, has responsibility for his or her own engagement. Employees must be clear on what matters to them before they can take control of their job satisfaction and career success. They also need to take initiative in building and applying their unique knowledge and skills to contribute fully toward the organisation's goals.

A winning formula

Taking Control of Your Engagement is a blended learning experience that equips individuals to assess, increase and sustain their engagement levels - maximising both performance and satisfaction - so that their organisation can build a vibrant workforce and reach its business goals.

The core of the learning experience is an interactive workshop or web class. To make the most of face-to-face time, individuals complete online reflection and assessment activities as prework. During the interactive session, they see those insights to shape their learning and create a personal engagement strategy. Afterwards they take action on their own and, if appropriate, enlist the support of their manager or colleagues.

"It's hard to argue with the accepted wisdom - backed by empirical evidence - that a motivated workforce means better corporate performance."

'Employee Motivation:
A Powerful New Model,' Harvard Business Review

Content

- What Is Engagement & Why Is It Important?
- Your Starting Point. Where Are You?
- Taking Control of Your Satisfaction
- Taking Control of Your Contribution
- Your Strategy

Outcomes

Individuals will:

- Understand what engagement is - and isn't
- Consider their own engagement level
- Clarify the personal values and job conditions that influence their satisfaction at work
- Align their interests and talents with the goals of the organisation
- Identify actions they can take to increase their satisfaction and contribution - to become more engaged

Engaged employees are not just committed. They are not just passionate or proud. They have a line-of-sight on their own future and on the organisation's mission and goals. They are 'enthused' and 'in gear,' using their talents and discretionary effort to make a difference in their employer's quest for sustainable business success.

BlessingWhite's Employee Engagement Report 2011

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