

Employee Engagement - Profiling, Enhancing & Developing - One-Day Workshop Incorporating the 'Work Engagement Profile' Instrument

Objectives

- Exploration of factors, including *technology, globalisation, mobile talent & virtual teams* that lead to critical importance of high engagement scores
- Receive personal profiling in the WEP instrument
- Explore how to build a greater personal sense of *meaningfulness, choice, competence & progress*
- Develop self-management to improve own sense of engagement
- Understand how leaders can improve engagement of employees
- Identify organizational obstacles and opportunities for enhancing engagement
- Learn tools & techniques to deal with the challenges of the virtual world

The workshop is designed for inhouse delivery, adapted as appropriate for two different audiences;

1] Leadership development and training - providing participants with in-depth insights into intrinsic motivation and equipping them with substantive tools and techniques for improving their leadership capability in the areas of employee engagement, self-management and motivation.

2] Profiling and development of employees - introducing intrinsic motivation and self-management concepts, profiling participants in the Work Engagement Profile instrument and developing individual action plans. This workshop also provides important insights for the organization on engagement levels.

Methodology

To achieve the objectives above participants will be profiled in the Work Engagement profile instrument, look at the ideas and theories on which it is based and through interactive exercises and action planning improve their self management and, if applicable, their leadership capability.

Work Engagement Profile [WEP] instrument

The Work Engagement Profile can help employees draw greater satisfaction from work to increase productivity and dedication. It is a quick and easy-to-administer 24-item self-scorable questionnaire. The 20-page booklet includes interpretive information on scores, offers actionable steps to increase levels of engagement and a development planning worksheet.

WEP measures the four intrinsic rewards that influence engagement:

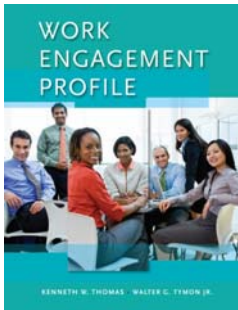
- Meaningfulness
- Choice
- Competence
- Progress

It can help individuals understand the level of the intrinsic rewards they are receiving from their work and identify options to help increase engagement in the work. WEP is effective in one-on-one coaching, retention, career and professional development, leadership development, and team building. It

can be used alone or in combination with other tools such as the Myers-Briggs® and FIRO-B® instruments.



Hemisphere Consulting
PeopleStrategiesForBusiness™



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Agenda

Session 1

- Introduction & Objectives
- Motivation and engagement – theoretical foundations
- Exploration of factors [Technology, Globalisation, Virtual leadership/teams] that lead to critical importance of the self-management process for building engagement
- Development of the WEP instrument

Session 2

- Work Engagement Profile – taking the self-scorable instrument
- Review results, individually and collectively
- Understand in depth the insights from the profiles

Session 3

- Exploring how to build a greater sense of;
 - Meaningfulness
 - Choice
 - Competence
 - Progress
- Exercises to enhance and develop the prospect of enhanced engagement
- Explore usage and applications of WEP;
 - Personally
 - Organisationally
- Developing leadership capability to;
 - Identify and talk about meaning and significance of task purpose
 - Provide choice to people about best way to accomplish purpose
 - Develop & coach for competent performance of work activities
 - Create feedback loops on progress

Session 4

- Building blocks for intrinsic rewards & motivation
- Using the WEP with MBTI® and FIRO-B® instruments
- Personal action planning
- Organisational learning, insights and potential actions
- Q&A and wrap-up