

Engagement

An introductory overview

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Engagement Facts – Did you know?

Engaged employees are more likely to demonstrate vigilance and focus when completing work tasks and task performance is enhanced through increased efficiency and task effectiveness.

(Christian, Garza, & Slaughter, 2011).

Engaged employees are more likely to be willing to go beyond the formal boundaries of the role to help the organisation.

(Christian, Garza, & Slaughter, 2011).

Engaged employees are more likely to create a social context which is ideal for teamwork, communication and other factors leading to organisational effectiveness.

(Christian, Garza, & Slaughter, 2011).

Engagement in the workplace is strongly correlated to: individual morale; job satisfaction; organisational commitment.

(Bailey, Madden, Alfes & Fletcher 2015).

Engagement - our view

Why Insights?

- We focus on an individual's responsibility in engagement. Aligned to our ethos of understanding ourselves first – we believe that engagement starts with the individual first.
- Investing in engagement enables increased levels of connection and collaboration, and vice versa
- Understanding and realising an individual's values and direction in the context of the organisation increases their engagement
- Focusing on developing a culture that supports and sustains individual's engagement enables people and teams to flourish

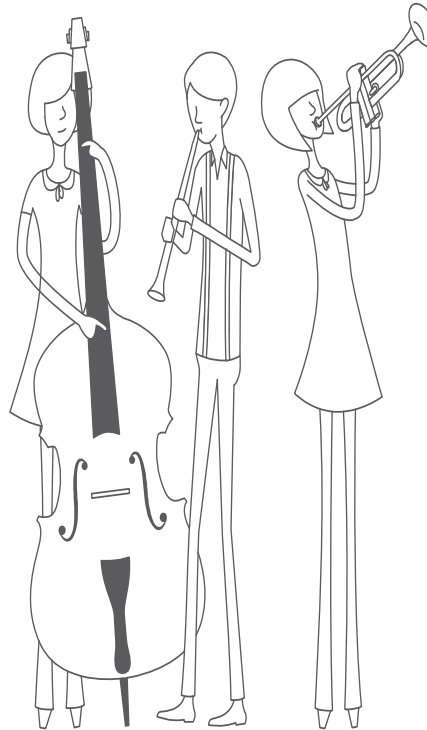
Engagement is ...

Engagement is personal

Each person is different. You can understand your own engagement needs and can take responsibility for ensuring those needs are met through self awareness.

Engagement is purposeful

You are more engaged when your work has meaning and aligns with your values.



Engagement is relational

You can understand your own relationship preferences and can influence how your relationships with your colleagues and leader create the working climate.

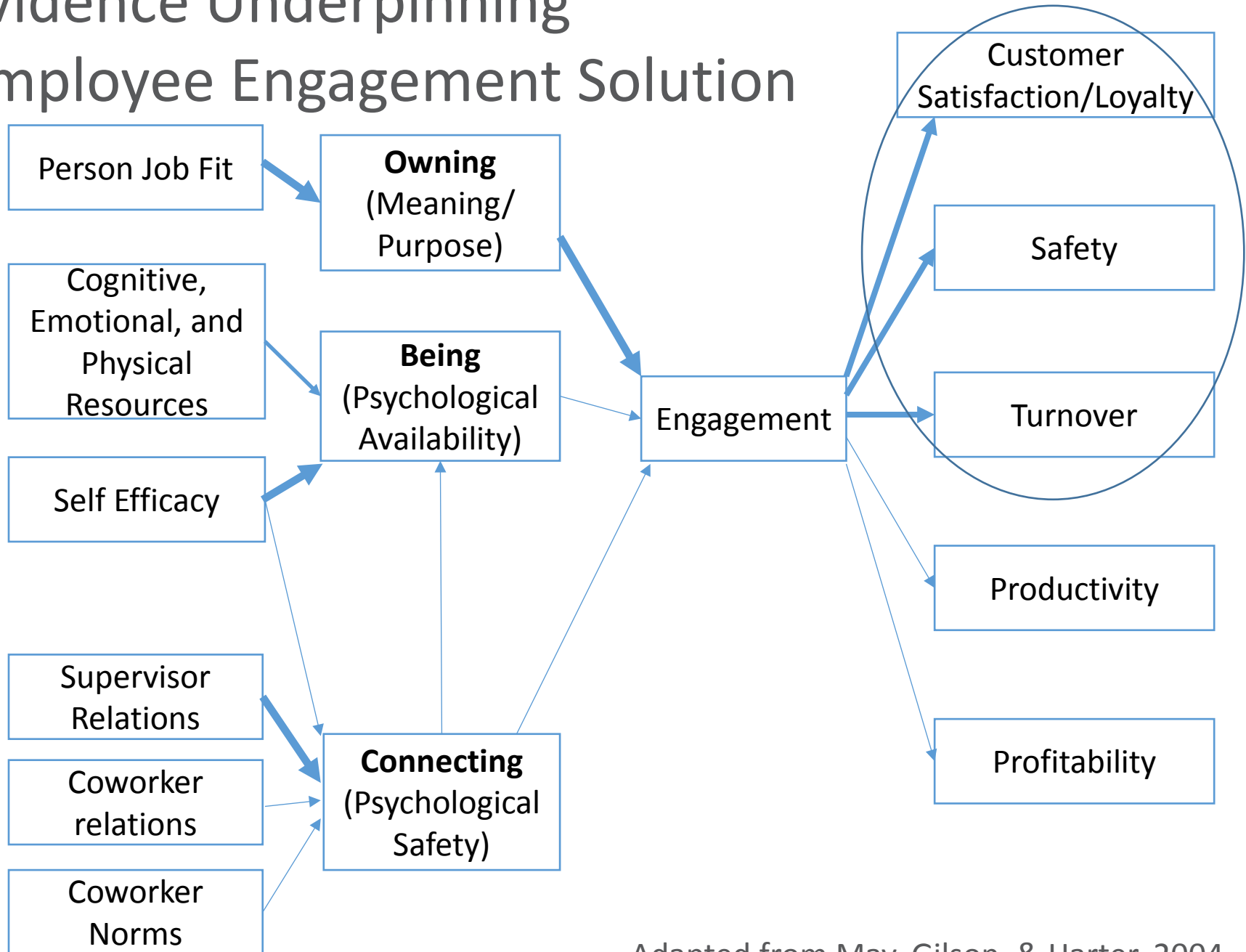
Engagement is organisational

It is your responsibility, along with your leaders, to be an influence and role model in creating a culture of engagement.

What is unique about our approach?

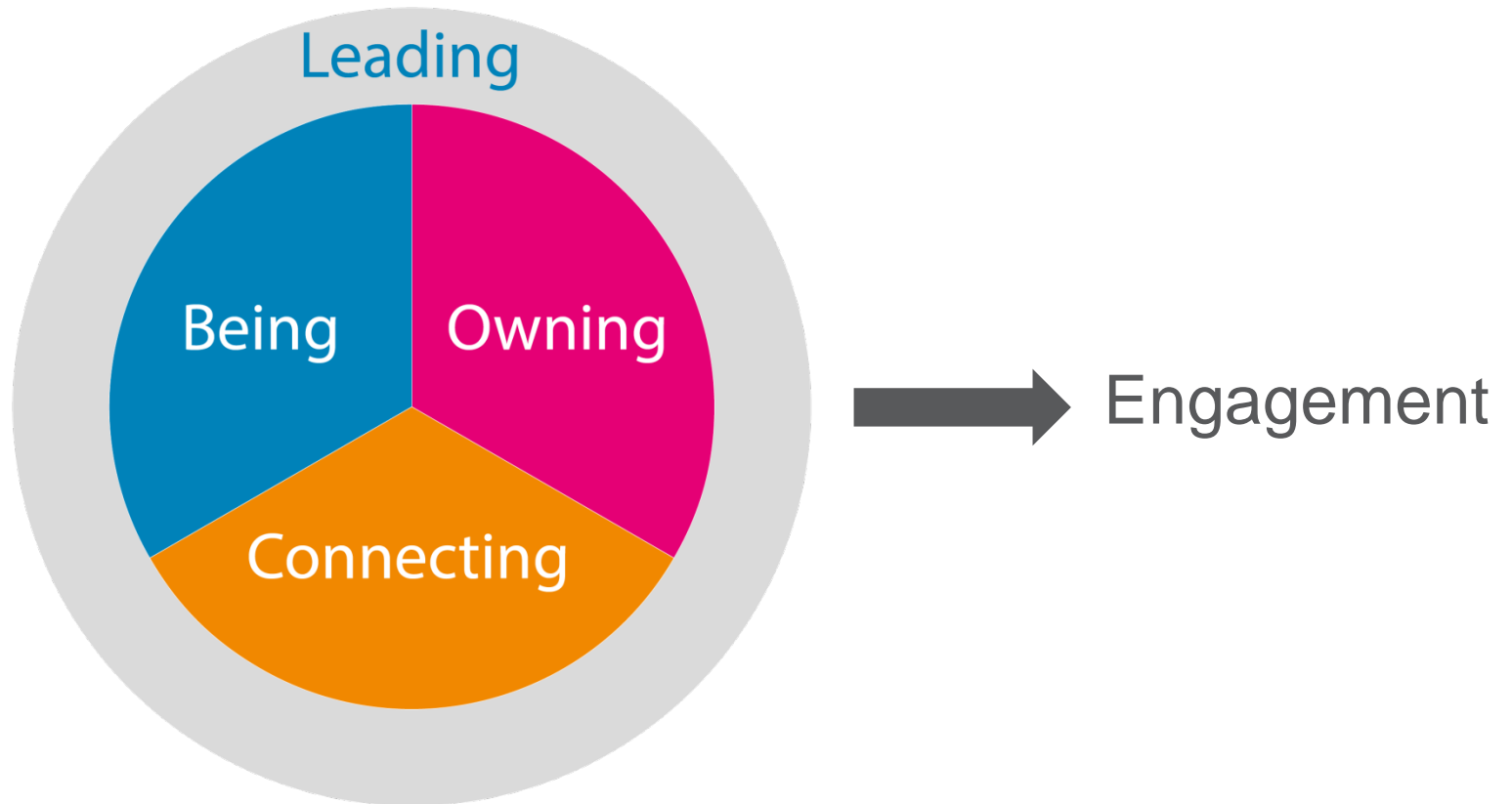
	Our belief	Our solution
Individual choice and responsibility	Engagement is the responsibility of the individual as well as the organisation	Empowers and enables individuals to take charge of their own engagement levels
Dynamic	Engagement is not static and not always visible; it appears and disappears without warning	Designed to equip individuals and leaders with tools to address engagement challenges whenever and however they appear
Engagement culture	The leader's role is to create an environment that supports individuals choosing to engage themselves	Designed to support the leader and the individual, as well as their interactions with each other, to drive an engagement culture within the organisation
Unique	What engages each individual is different	Based on our foundation and expertise in self-awareness, and considers many avenues to engagement
Modular	Engagement is made up of three main components, Being, Owning and Connecting, and a strong foundation of leader support	Involves consultation to design flexible, dynamic approach drawing from our modular content, tailored to targeted outcomes that addresses customer need
Performance driven	Increasing employee engagement has a positive impact on company performance	Is built to improve – not to measure – the engagement of the leaders and individuals of the company, which then results in better performance

Evidence Underpinning Employee Engagement Solution



Adapted from May, Gilson, & Harter, 2004.

Conditions of engagement



Complete WSB01

Leading Leaders have an important role in creating a special culture, leading by example and in role-modelling behaviours that align with organisational values. Treating all employees with respect and having a role in communicating company vision, mission and strategy in a way that motivates, inspires and engages employees and enables them to find meaning and fairness in their work.



Objectives

At the end of the session you will be able to ...

- Identify ways that you can foster a culture of engagement and how you can increase this for your team members
- Identify behaviours that increase trust, and commitment



- Have meaningful conversation with your team members
- Identify an increased awareness of the impact that you and your behaviour has on those you lead
- A few activities.....

Being is about being psychologically available and bringing your whole self to work, willing to participate fully, and wholly focused on the tasks at hand and what needs to be done to deliver.



Objectives

At the end of the session you will be able to ...

- State the importance of 'bringing your whole self to work'
- Identify and plan how to address what gets in the way, how to manage interference and distractions to be totally focused
- Manage stressors to enhance well-being and availability at work



- Identify your capability strengths and challenges and have a plan on how you can develop these further
- Identify what may be getting in the way of you being available, and develop a plan on how you can address this
- Achieve more flow in your day
- Describe how your unique talents impact how you do your role
- A few activities.....

Connecting Feeling safe to bring unique perspectives, skills, and talents; to take risks, to collaborate and learn together, results in a motivated, positive approach to work, supporting success and innovation.



Objectives

At the end of the session
you will be able to ...

- Define and recognise a psychologically safe culture
- Look for the benefits that diverse perspectives bring
- Define trust and identify steps to develop or regain trust in organisational interpersonal relationships
- Recognise ability and responsibility to overcome reluctance to speak up with potentially controversial ideas or questions



- Self-assess one's own level of emotional competence and identify actions to increase it
- Step into conflict with more confidence, seeking out and helping to shape healthy conflict leading to better decisions
- Build on the basics of adapting to connect to build stronger, more effective collaborative working relationships
- A few activities.....

Owning How much do I understand the overall purpose that both I and the organisation are working towards. Seeing meaning in the work I do.



Objectives

At the end of the session you will be able to ...

- Consider your personal purpose and direction, and how it aligns to the direction of the organisation
- Describe the organisational strategy and how your day-to-day role contributes to this strategy
- Increase ability to find meaning and purpose in your work



- Values – Clarify your personal values – state the organisation’s values and provide examples relevant to your role – ability to align personal and organisation values
- Identify what motivates you, and how this links to your role
- A few activities.....

So the Engagement Offering will involve.....

A significant period of collaborative diagnostic work with any given client to explore fully the underpinning causes, signs and impact of low engagement.



This will inform the bespoke selection of module activities taken from any/all of the 4 key areas and a subsequent delivery programme.