

Employee Engagement

3 day course on understanding and implementing an effective Employee Engagement strategy

Description

Organisations with effective engagement report a 40% lower staff turnover and a 35% increase in productivity. This course helps managers understand and apply effective employee engagement strategies within the workplace. This event develops understanding with the tools and techniques in leading engagement activities and managing the change process.

Benefits of the Course

By the end of the course you will be able to:

- Understand the strategic context of employee engagement
- Understand and apply effective engagement in your organisation
- Understand the need for clear communication
- Apply the principles of the Employee voice
- Understand the role of values and culture in employee engagement
- Be able to apply change management techniques to support engagement activities
- Use an integrated HR approach to improve engagement
- Apply the tools and techniques of analysis and evaluation using metrics to employee engagement

Who should attend?

This course is designed for Directors, Senior Managers, Managers and HR practitioners who want to develop their skills and understanding of how to achieve effective employee engagement with the workplace.

About the Course

The course is highly participative and interactive. Attendees will share experiences and knowledge through a blend of facilitated discussion, individual exercises, case studies and group activities. It will provide a framework of action points that can be implemented directly into the workplace in any industry.

Day One

Session 1

Understand the strategic context of employee engagement

- The business case for engagement
- The impact of the changing workplace
- The employment rules

Session 2

The challenge of employee engagement

- The warning signs of disengaged staff
- Understanding the drivers of empowerment
- Understanding the drivers of enablement

Session 3

Employee Engagement and Motivation

- Understanding motivational drivers
- The motivational frameworks and their uses
- The challenges of the Multi-Generational Workforce

Day Two

Session 1

Taking the engagement temperature

- Choosing the best option
- Using surveys
- Making sense of the results
- Mapping your culture, norms and behaviors

Session 2

The principles of the Employee voice

- The importance of the feedback loops
- Creating the environment
- Methods and practices of developing communication conduits
- The role of employee handbooks, policies and procedures

Session 3

Making the difference in the workplace

- Converting the feedback into action
- The role of the line manager
- The practice of distributive leadership

Day Three

Session 1

Building an engaged workforce

- Change Management strategies to support Employee Engagement
- Concepts of change and the key players
- Essential frameworks for effective change
- Leading a change programme

Session 2

Gaining support from stakeholders

- Stakeholder mapping
- Prioritising the stakeholders
- Working with your stakeholders

Session 3

Evaluating your engagement strategy

- How to measure and evaluate
- Choosing the appropriate options
- Using metrics

Session 4

Action planning

- Capturing your key learns
- Your development plan and next steps