

Webinar on

Enhancing Employee Engagement to Drive Organizational Performance

Learning Objectives

- Employee Compliance is Not Engagement*
- What is Employee Engagement?*
- The Business Case for Increasing Employee Engagement*
- Companies Utilizing Employee Engagement*
- The Significance of Your Role as a Manager*
- How Great Managers Release Their Employees' Potential:*



One study found that companies with the highest levels of Employee Engagement have a significantly greater increase in stock price.

PRESENTED BY:

Pete Tosh is Founder of The Focus Group, a management consulting and training firm that assists organizations in sustaining profitable growth.

On-Demand Webinar

Duration : 90 Minutes

Price: \$200

Webinar Description

Human Businesses today are striving to generate greater productivity, quality, customer satisfaction, and profitability with fewer employees. And Employee Engagement is a proven method for doing just that.

Engaged employees:

Expend discretionary effort doing more than they are asked

Are motivated toward the organization's success

Work the hardest, stay the longest and perform to their capabilities

Employee Engagement has been well researched in studies by Gallup, Towers Watson, Hay Group, DDI, The Conference Board, World at Work, Blessing White & Aon Hewitt



The research has shown that engaged employees generate:

Higher profitability

Enhanced customer satisfaction

Increased productivity

Less absenteeism

Less turnover

Fewer accidents

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When leadership teams become aware of these economic benefits of engaged employees, they usually want to take advantage of the opportunity and avoid 'leaving money on the table'

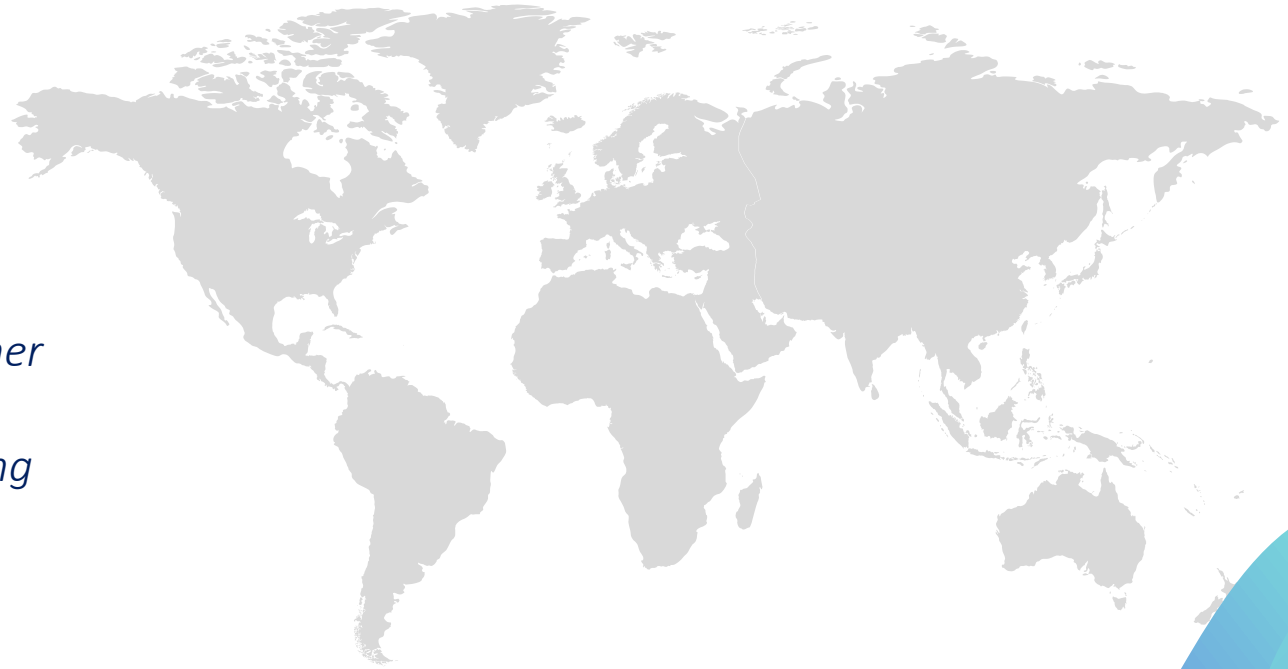


Who Should Attend ?

HR Professionals New to the Field - seeking a comprehensive view of the subject with multiple initiatives

Experienced HR Professionals - seeking a refresher

Leaders & Managers - interested in understanding the benefits to the organization of increasing Employee Engagement



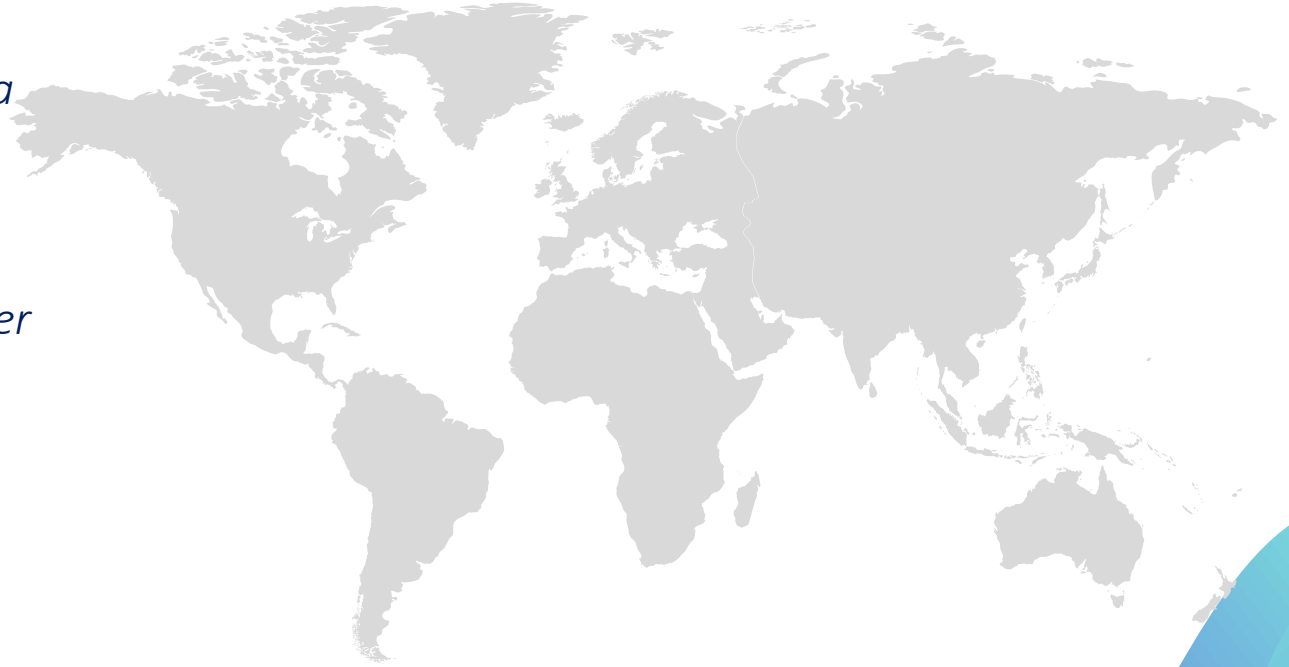
Why Should Attend ?

What is Employee Engagement?

Employee engagement is an emotional state and a behavioral reaction to an employee's relationship with his/her manager and the perception of the organization. Engagement involves an employee's degree of focus, motivation, and passion for his/her job.

Why is Employee Engagement Important?

Engaged employees are motivated toward the organization's success, take pride in their work, suggest improvements, pursue self-development, expend discretionary effort, say good things about their organization and plan to stay.

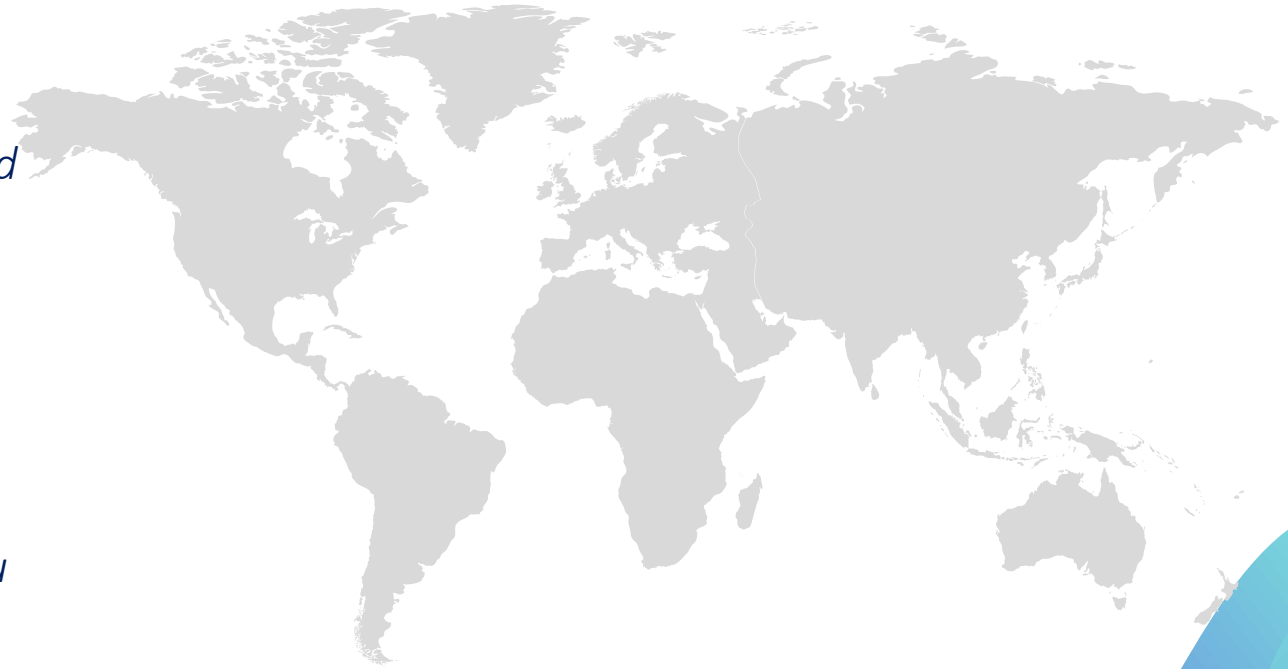


What is the Business Case?

Most organizations have significant opportunities for improvement. Across the U.S. only 31% of employees are engaged. There have been over 100 research studies proving the improvements in organizational performance resulting from engaged employees.

Organizations have a huge opportunity to benefit from a more engaged workforce because only approximately 30% of employees are engaged:

- With approximately 50% unengaged – going thru the motions; not performing to their capabilities*
- And the balance of 20% are disengaged – unhappy at work and their mission is to make sure their co-workers are also unhappy*



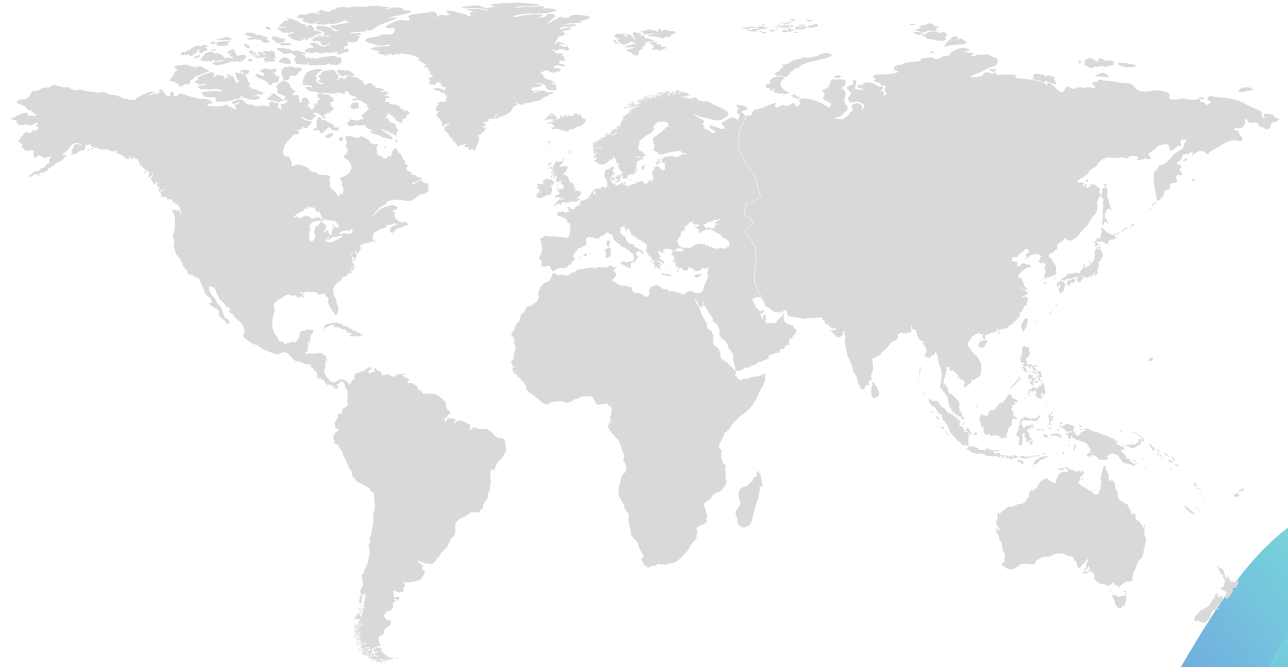
Employees' Engagement needs are logical - such as:

- *Being told what's expected of them*
- *Having the materials and equipment they need*
- *Receiving periodic recognition and praise*
- *Feeling their supervisor cares about them*

Any supervisor who's willing can improve his/her team's level of engagement because there are practical ways to Increase Employee Engagement.

Disney for example:

- *Trains its supervisors in the Engagement Coaching practices and behaviors expected of them*
- *Gauges their supervisors' performance through Employee Engagement Surveys*
- *Holds their supervisors accountable using coaching, goals, appraisals, merits, bonuses and promotions*



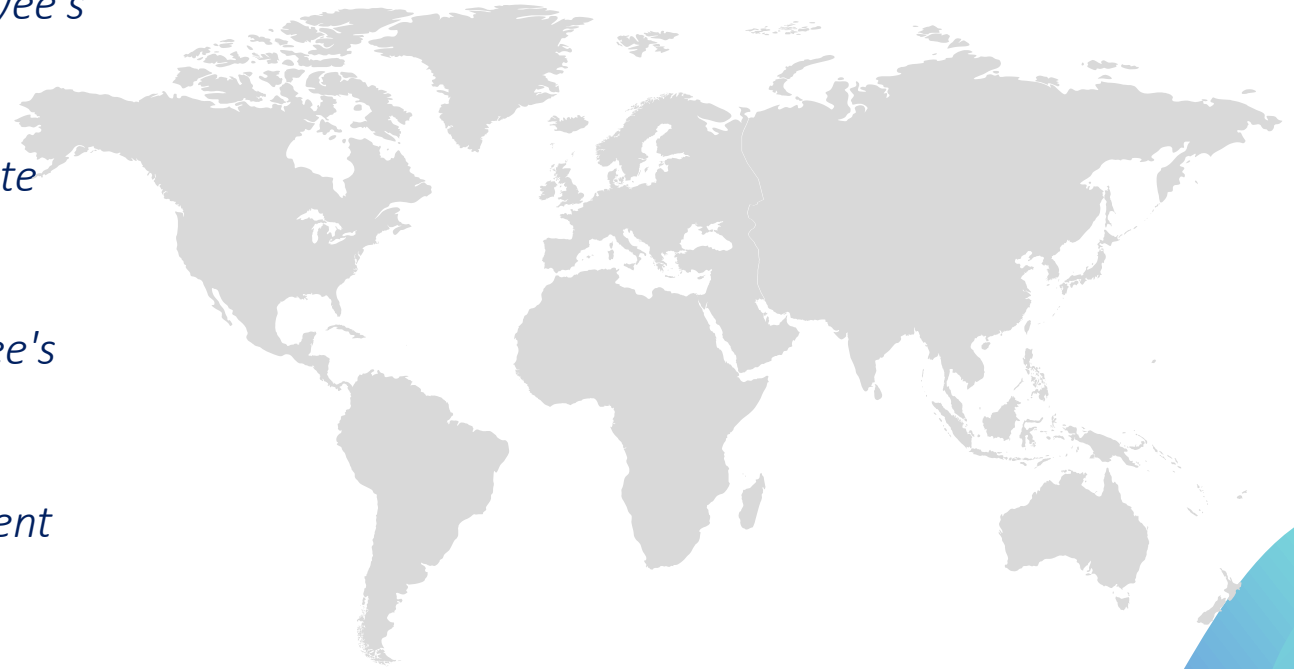
Supervisors are the key to engaging employees. The two factors that have the greatest impact on an employee's degree of engagement are:

The employee's relationships with his/her immediate supervisor

Whether his/her supervisor is meeting the employee's few engagement needs

And your supervisors have multiple daily Engagement Coaching opportunities to:

- *Strengthen the relationship*
- *Listen, learn and coach*
- *Enhance employees' engagement and performance*



To register please visit:

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