



What is engagement?

A powerful combination of energy, focus, and enthusiasm that helps individuals be entirely present at work and reach their full potential.

Why does it matter?

Engagement has been connected to various positive organizational outcomes such as enhanced customer loyalty, reduced turnover, and increased productivity. The good news, therefore, is that engagement works and does impact the bottom line. The bad news is that it is not easy to improve levels of engagement. After all, this state of "total presence" is only reached when people are in the right place doing what they were born to do.

How can we help you?

We can help you create a culture of engagement. Our services include:

- Organization-wide engagement surveys
- Personality testing to facilitate job design and ensure that your employees are doing what they were "born to do" (see box on the right)
- Leadership training, to educate leaders on the importance of engagement
- Employee career development, to promote the cause of engagement

*Consult us for a complimentary
Big Five Try out!*

Personality & Engagement

Personality testing is often a forgotten component of engagement initiatives. Here is why personality is useful:

- Engagement is strongly related to "person-work-environment fit."
- Once individuals understand their personalities they can better plan their careers.
- Leaders who understand personality may design more engaging jobs.
- Effective leaders do not attempt to change their employees—instead, they work with the team they have and capitalize on their strengths.

We strongly recommend the "Big Five" model of personality and use it extensively in our engagement consulting processes. This robust model has taken the research community by storm—the Big Five is an invaluable aid in engagement initiatives, leadership development, and personnel selection. Consult us for details.



Introducing Starship Intrepid

Starship Intrepid (SI) is a lively training workshop designed to connect engagement, leadership, and teamwork. Three versions are available:

- *SI mini module* is a 3 hour mini workshop including an engagement simulation and the 10 M's of engagement.
- *SI team version* is a 2-day team building program designed to promote *team* engagement. Topics include camaraderie, collaboration, recognition, and individual career development.
- *SI leadership version* is a 2-day program designed to develop *engaging leaders*. The program includes personality, competence development, team development, and action planning.



10 M's of Engagement!

- **Manager** - empowerment, ability to make own decisions
- **Moon** - continuous learning, challenge
- **Model** - integrity, honesty, congruence between values and actions
- **Metropolis** - camaraderie, collaboration
- **Magnate** - a culture of recognition and celebration
- **Moderation** - a culture that favors work-life balance
- **Malleability** - resilience, flexibility, tolerance to changing environments
- **Mirror** - healthy self esteem
- **Microphone** - assertiveness, willingness to "speak up" when needed
- **Match** - work-person fit, congruence between personality, interests, values, and the job

Call us to order a complimentary copy of the article "10 M's of Employee Engagement" published by the T&D Magazine!

