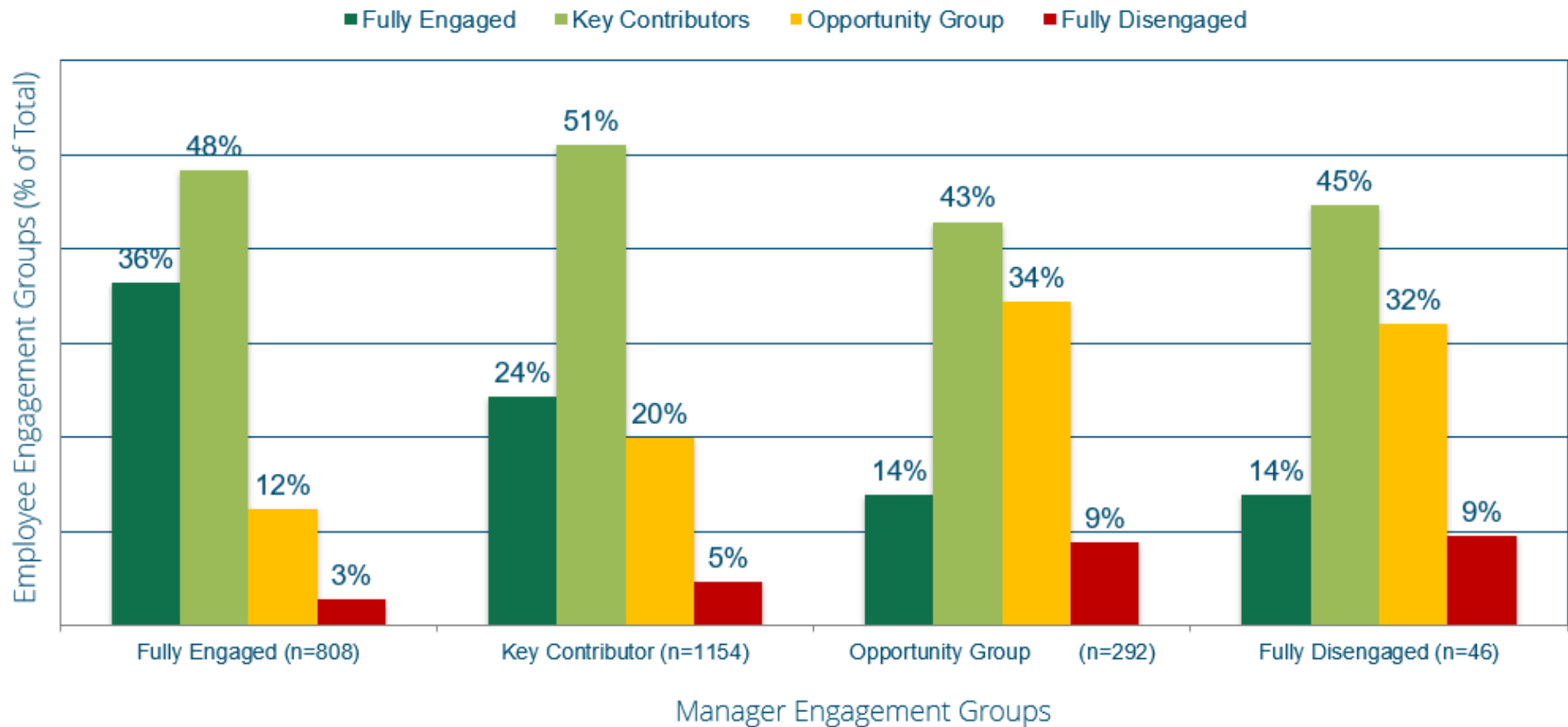




ENGAGEMENT MAGIC

A Journey to Organizational Maturity in terms of Engagement Culture

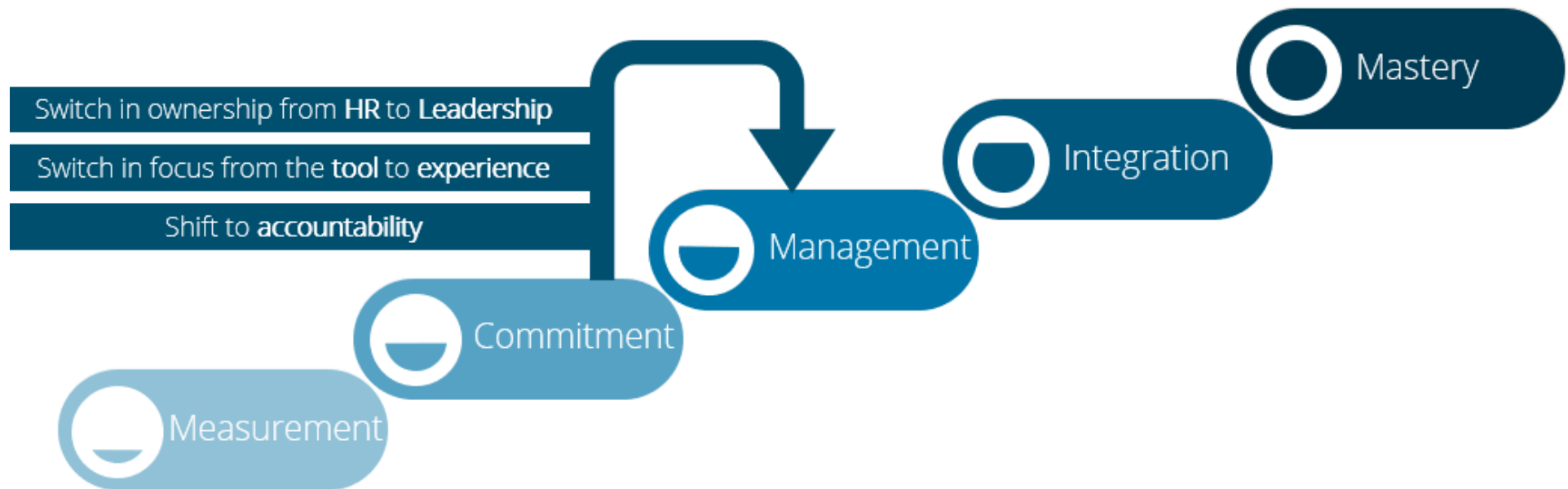
How does the engagement level of managers compare to the engagement of their employees?



Building Your Engagement Toolkit



Engagement Maturity Steps



Building Your Engagement Toolkit



Making the Leap



In order for organizations to drive engagement through the leadership structure, they need:

- A standard to measure against
- Defined competencies that lead to engagement
- Learnable behaviors

Based on the Best-Selling Book

Extensive psychological literature review



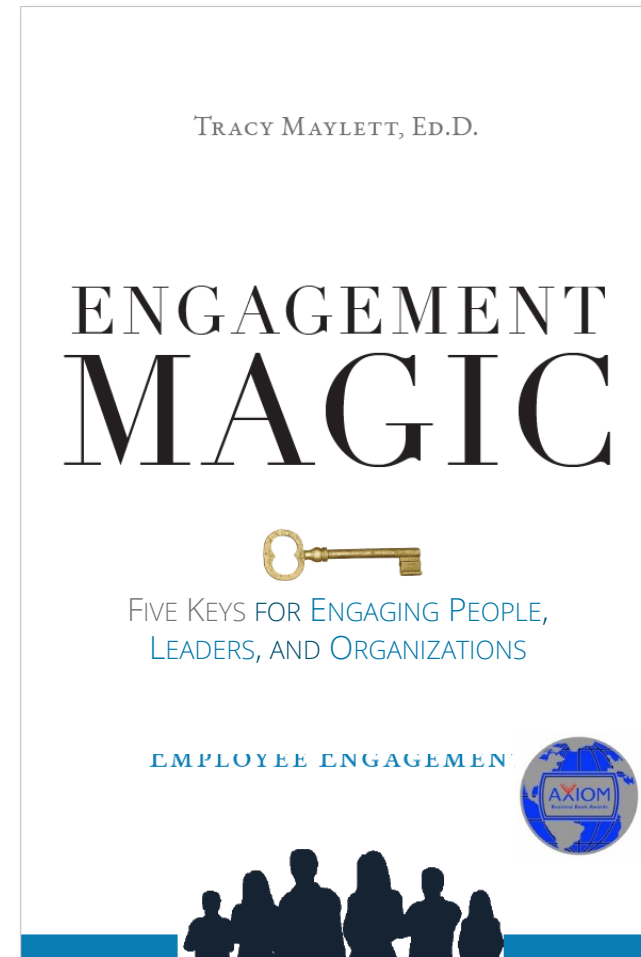
DecisionWise study of over 32 million responses



Over two decades of research

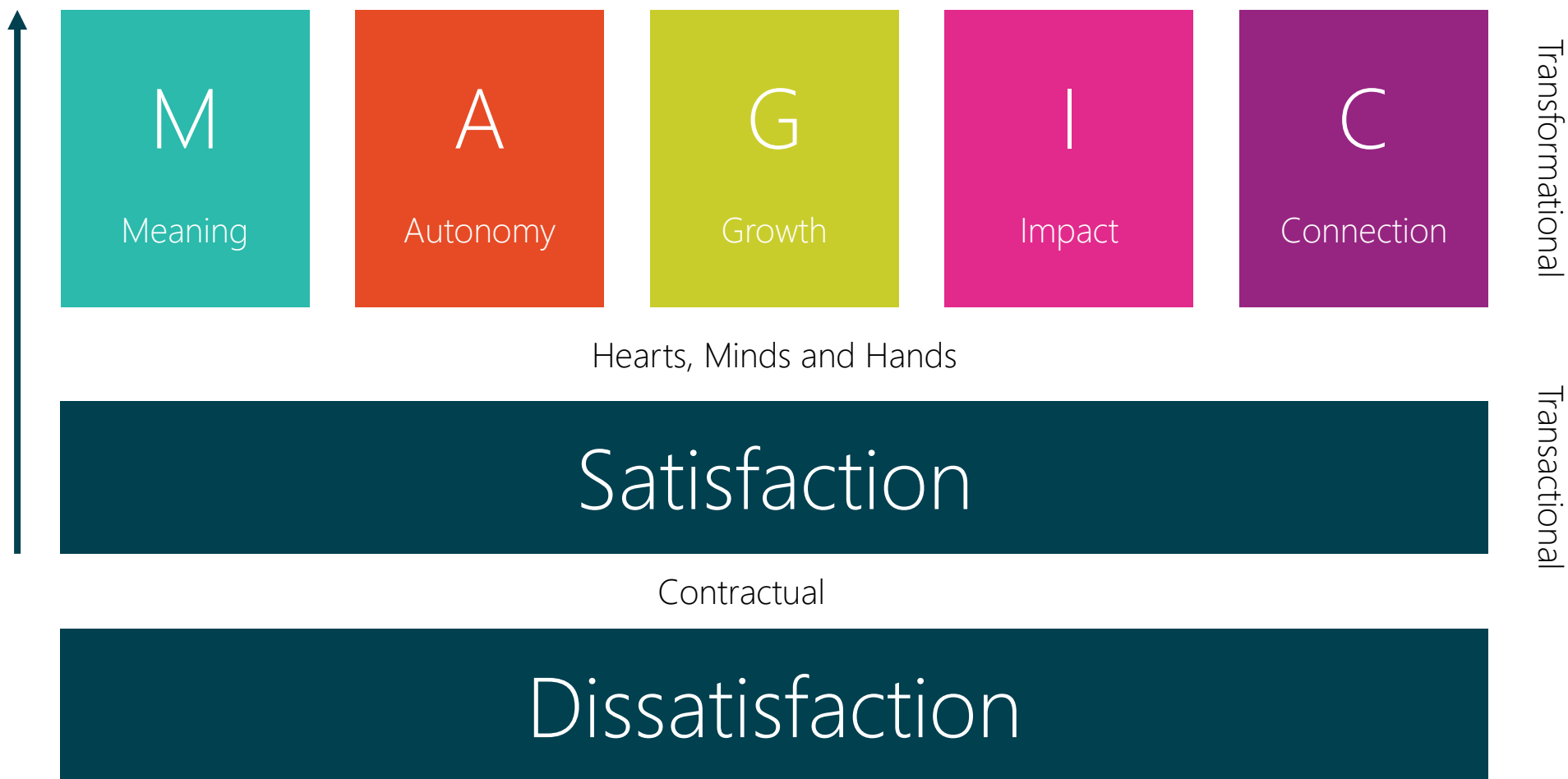


Business case studies



The Engagement Experience

Leaders and Individual Contributors become aware of their current "mode" of leadership vs their desired mode



The 5 Drivers of the Engagement Experience

M Meaning

Appreciate how the organization live its "story"/organizational narrative and its values, whether the stories and the values are perceived as **clear and authentic**

A Autonomy

Understand our parameters, be empowered and have freedom to do their jobs in the way they feel is most effective (and most enjoyable); is influenced by perception of: **spatial autonomy** (where I work), **temporal autonomy** (when I need to deliver), **task autonomy** (how I deliver)

G Growth

Regularly feel **challenged and stretched by mastering new skills** and pushing to be better—both professionally and personally; balance between boredom and burnout (too much stretch => burnout)

I Impact

Belief that work is **contributing** to our own goals, the success of our team, **recognition** of one's efforts, feeling **listened to/** feedback taken into account

C Connection

Feeling connected to **role, team, top management**; open, two-way communication, feeling **trust and trusted**, feeling you belong

Our Approach for building an engaged culture through leaders

Step 1 : Engagement MAGIC SELF Awareness – 1 day, participants discover in-depth the concepts and practice them in order to become self-aware and integrate them

Includes self-assessment personal engagement survey

Step 2.1: Engagement MAGIC for People Management – 1 day, managers learn more about engagement culture and get equipped with the tools to influence employee engagement

At the end of the People Management training day, the trainers will present the opportunity to capture **the Self Assessment Engagement survey results at team level**

Objective: managers can tailor their engagement approach to their teams' engagement drivers

Step 3: Group Coaching Engagement MAGIC, 1 day

Objective: to understand the current level of engagement in their teams and design an action plan for an engaged culture.

Engagement **MAGIC** **SELF** Awareness

Agenda – to be adapted



1: Engagement vs. Satisfaction

You Beat the Odds? (We all want to engage)
What does a good day look like for you?

What is the employer-employee contract?

- Hygiene factors, perks, adaptation level theory

Introduction of the Engagement Model

- Describe your engagement journey

Who owns engagement?

2: Meaning

Video: A Mercedes-Benz for Nelson Mandela

- Story: Building the World's Largest Coliseum
- Can any job have meaning?

Inherent and Associated meaning

The Value Test – personal values as the primary source of meaning

Record Meaning take-aways

3: Autonomy

Video: Korean Drummer

Activity: Anagrams (Learned Helplessness)

- Pros and Cons of Autonomy

Pair Discussion: 4 Types of Autonomy:

Temporal, Spatial, Task, Social

Record Autonomy take-aways

Engagement MAGIC SELF Awareness

Agenda – to be adapted



4: Growth

Who needs to grow?

- Barriers to growth

Growth Mindset Reframing

Activity: Growth Assessment

Scale of Growth: Zone of Proximal Development

5: Impact

Activity: Effort vs. Impact

Video: 6 Words

Activity: Write Your Impact Statement

Record Impact take-aways

6: Connection

Video: The Power of Conformity

Types of Connection: Social, Organizational, Mission, Values, Task

- How do you connect?

Fit, Belong, Integrate (Integration story)

- Activity: Integration Assessment

Record Connection take-aways

7: Engagement Action Plan

Taking ownership for your engagement

Pair Discussion: What drives your engagement?

Draft your engagement action plan

Final thoughts- share learnings

Engagement MAGIC for People Management

Agenda - 1 day, in class training



Review: Insights from Engagement MAGIC training

What is your motivation for creating an engaged workplace?

What does an engaged organization look like?

- Employee Experience = Customer Experience
- Organization Engagement Maturity Continuum
- Active vs. Passive Sabotage

Manager's Influence on Employee Engagement

- Emotional Contagion

- Research: Impact of managers on employee engagement
- Engagement Resistance Curve
- Circle of Control
- Engagement as a Leadership Competency

Activity: Group Breakouts and Presentations for each Engagement Key

Activity: Engagement Interview Practice

Engaging Action Plan Development

Engagement MAGIC Group Coaching

1 day, with all the participants in the program



This is the final step the program, meant to making **the organization stronger, more profitable, and a better place to work.**

The group coaching session will help the participants understand where their abilities are strong, and where they could use a boost, so they can support the people in their teams to be **more personally and professionally successful, by taking ownership for their own MAGIC, thus reducing attrition, encouraging initiative, drive growth and profit, and increase personal engagement in work.**



LearningArchitect

www.learning-architect.ro
office@learning-architect.ro
facebook.com/learning-architect

