

## Engaging Leadership – People Strategies that Work

Practical, proven strategies to create a culture where people thrive and love to work

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### WHO SHOULD ATTEND

- Anyone managing a team
- HR or OD Managers who want to improve employee engagement
- Leaders who want to improve their organisational culture

### SUMMARY

Low engagement and morale at work is costly. It's long been known that happiness and engagement at work leads to productivity, profits and even greater safety.

Employers want their staff to be engaged, and employees want to be happy at work, so why is true employee engagement so elusive?

Because managers know it's important but they don't have a clear, coherent strategy for creating a culture where people love to work, and where the right people with the right skills are doing the right things.

This course examines the four conditions needed for everyone to be effective and engaged at work. It will help you create a people strategy that will work in your organisation or team, enabling you to build a culture that fosters genuine engagement.

### WHAT YOU'LL LEARN

- The true extent and cost of employee disengagement
- 4 key conditions that everyone needs to be effective at work and how to create them
- Engagement – guidance on practical ways to assess and improve engagement at all levels
- Autonomy – how to create clear, flexible roles that your people will thrive in
- Purpose - how to link your organisation's purpose with each role and your people's individual values
- Growth – how to build learning and professional development into every day management
- Belonging – how to make sure people feel valued and part of something good
- How to use the principles to create a simple, effective people strategy that will work in their organisation/department
- How to get managers to deliver the strategy