



ENGAGE!

GETTING WHAT YOU WANT OUT OF WORK

WHY IS THIS CRITICAL?

Satisfied and engaged at work — it's everyone's lifelong desire and every organization's goal. Empowered employees take action to get more satisfaction.

- Engaged employees are satisfied employees.
- Satisfied employees foster satisfied customers.
- Satisfaction is personal and individual, not legislated.
- Turnover is expensive — whether it's emotional or physical.
- Self-directed employees impact the bottom line in positive ways.
- Employees may be staying put — but engagement could be dropping.

WHAT IS IT?

ENGAGE! Getting What YOU Want Out of Work is a fast-paced microLearning experience designed to empower employees to take responsibility for increasing their satisfaction at work. Built on the concepts and 26 strategies of Love It, Don't Leave It, employees (at any level) learn to define, leverage and increase their equity investment at work related to development, relationships and environment. In the process they will start their own plans for maximizing their engagement.

HOW IT WORKS

This 2.5 hour session follows a four-step design:

1. **Welcome and Engagement Defined** – Heightens awareness of the value, to the individuals and the organization, as learners are introduced to multiple engagement drivers.
2. **Engagement Essentials and Equity Check Up** – Learners evaluate their investment levels in three equity areas – development, relationships and environment – and clarify what they want 'more' of for themselves.
3. **26 Ways to Build Equity** – The strategies from Love It are introduced as learners team up to identify actions for building equity in each area.
4. **Success Factors (Ask, Buck, Numbers, Values and Zenith)** – Learners practice asking for what they want; identify behaviors that indicate ownership of engagement; examine their own levels of contribution; uncover their personal values and motivators; and set next steps to getting more of what they want and need from their work.

OUTCOMES

- Increased awareness of the business case for engagement and what's in it for individuals and the organization.
- Recognize the personal investments they've made and the equity they've built in the organization.
- Identify ideas for building on the equity they have and creating more where they need it and want it.
- Emerge with a starter plan for creating and sustaining work life satisfaction and engagement.



Based on concepts from Love It, Don't Leave It: 26 Ways to Get What You Want at Work by Beverly Kaye and Sharon Jordan-Evans (book available upon request)

No satisfaction — no engagement.
Poor engagement — poor productivity.
Let's face it. Folks who like what they do usually do it very well. And if they're happy doing it for your organization, you're way ahead of the game.

"Executives hoped that employees could take more responsibility for their own satisfaction and find ways to achieve their career goals within the company. The result: turnover fell from 33% to 21%."

– Sr. VP, Automobile Loan Division,
Fortune 1000 Financial Services
Organization

