

## Engaging Your Staff

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### How Participants Will Benefit

The impact of engaging your staff in your organisation has real significance which, until recently, has been insufficiently recognised. A study led by David MacLeod - government adviser, consultant and former CEO at ICI - highlighted that 82% of UK staff were not engaged with their employer bringing a range of serious unwanted consequences in profitability, retention, innovation, sickness absence and many other measures. This means losses in profits, customer relationships, skills and company health.

Course participants will be introduced to the latest thinking regarding staff engagement and how this relates to their own context. They will have the opportunities to review the various practical remedies available, recognise current good practice and make plans for improvement.

### Who should attend this course?

Managers operating at all levels in the company. There may be some advantage in senior teams or mixed-level teams attending the first workshop

### Objectives

At the end of the course participants will -

- Understand some key definitions – engagement, consensus and alignment
- Identify where staff involvement is key.
- Be aware of the costs and benefits of engaged or disengaged staff groups
- Have considered what engagement means in their context, where this already exists what may be the main issues to be considered for future action
- Have developed some practical solutions to get staff involved in the success of the organisation

### Indicative Content

- Recent research
- Engaged and un-engaged behaviour
- Preferred future – how would we know when all our staff are engaged
- Development of a culture of appreciation
- The role of leadership in engaging staff
- Motivators – what part does our reward strategy play?
- Practical solutions – a programme of management action to build involvement

**Course Length:** One Day

**In-House Cost:** £600

**Trainer:** Phil Jones

**Philip Jones. Workplace Dynamics Specialist**

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