

Great People - identifying them, recruiting them, motivating them & managing them

Please find below more information indicating the aims, our training approaches and a sample of the structure of the programme.

Aim

To provide participants with a clear understanding of:

- What Employee Engagement is & current trends
- How to engage people from the head, heart and hands
- How to improve employee engagement
- How to build resilience and understand the risk of low engagement
- How to manage change effectively – understanding it and using tools to get buy-in

Methodology

In order to achieve the objectives of the training, the following fundamental principles will be that the learning is –

- Highly engaging – the methods used will talk to the ‘head and heart’;
- Interactive – involving a blend of experience, discussion and practice;
- Innovative – there will be regular insights into the latest thinking & tools; and
- Encourage participation - so that delegates take ownership of their own development.

Workshop methods and tools

In order to achieve the objectives of the training, the following tools and methods will be utilised:

- **Presentations:** presentations will be used in order to provide the background of each subject and create discussion and questions.
- **Discussions:** throughout the training, participants will be encouraged to contribute to discussions and share their experiences and thoughts with the rest of the group. The discussions will be facilitated and coordinated by the facilitator in order to maintain the focus in the key areas of interest
- **Case studies:** case studies will be used so as to facilitate and trigger discussion, as well as allow external benchmarking so as to achieve competitiveness
- **Group work:** group work will be used in order to facilitate practical understanding of the issues and in order to enhance team working, team building and cooperation amongst participants

Sample programme

- 10.00** **Welcome & Introductions**
- 10.15** **Employee Engagement**
- What it is and the current trends
 - Challenges in achieving high levels of employee engagement
 - Understanding the environment to build employee engagement
- 11.15** Refreshment Break
- 11.30** **How to engage people from the head, heart and hands**
- Understanding intellectual buy-in
 - Understanding emotional buy-in
 - Understanding behavioural buy-in
- 12.45** Lunch
- 13.30** **Employee Engagement & Change – how to understand & more**
- Dealing with disengaged employees
 - How to build an engaged workforce
 - Understanding Change
- 14.45** Refreshment break
- 15.00** **Change – Managing it**
- Why it is important
 - The stages of change
 - How to manage it effectively

15.45 **Review of the Day**

16.00 **Close**