

ENGAGING CONVERSATIONS

(one-day programme)

Engagement has a direct relationship to performance in the workplace. Critical to raising levels of engagement is the quality and quantity of conversations taking place within organisations.

This one-day programme takes a hard look at organisational engagement and in particular how managers can create a more engaging culture through the conversations they hold on a regular basis with their teams, both collectively and individually.

PREPARATION

- Brief introduction to engagement and its importance to organisational performance

PROGRAMME CONTENT

- The relationship between engagement and performance in the workplace (McLeod)
- Conditions for increasing engagement
- Assessing team and individual capability
- Mapping engagement levels within your team
- The notion of engaging conversations
- The conversation gap
- Strategies for increasing engaging conversations and raising organisational performance

KEY OUTPUTS

- Map of current levels of engagement and capability
- Clear understanding of the role of engagement in raising levels of performance
- Improved quantity and quality of engaging conversations
- Confidence to implement a major engaging conversation initiative within your organisation

ORGANISATIONAL VALUE

- Map of capability and engagement of current workforce
- Increased levels of engagement, through engaging conversations, leading to improved organisational performance

PERSONAL VALUE

- Ability to assess both capability and engagement of colleagues at work
- Stronger management and leadership skills in raising levels of engagement
- Confidence to change your organisational culture to one which engages talent effectively