

THE ENGAGED EMPLOYEE

Fostering Resilience and Extraordinary Performance

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TODAY, WE'LL DISCUSS...

- The case for engagement – especially now
- Engagement as every day leadership
- What is self-engagement and ways to strengthen it



WHAT IS ENGAGEMENT?

People want to come to work,
understand their jobs, and know
how their passions and work
contribute to the success of the
organization.

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PUPPIES AND PUZZLES



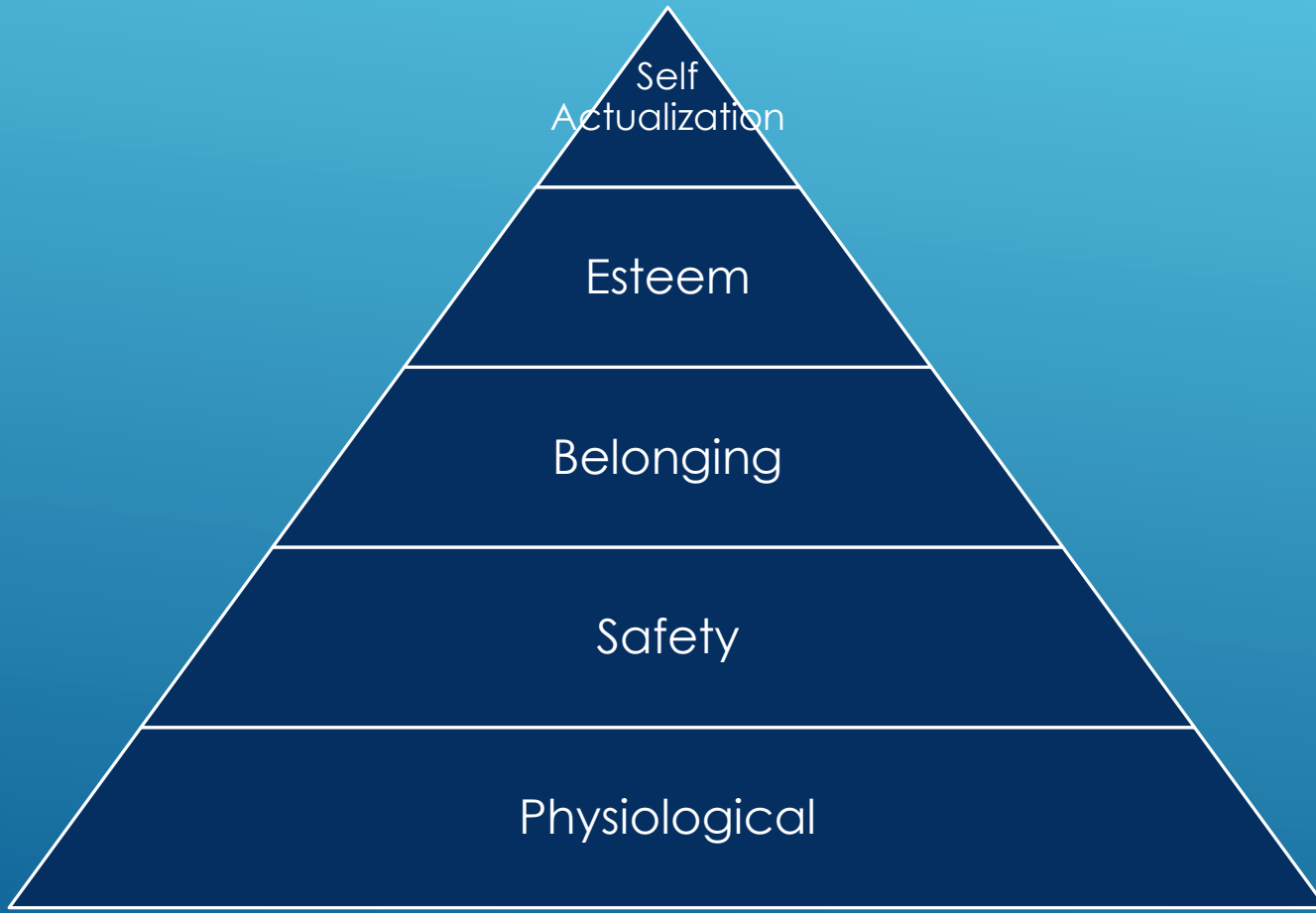
THE PEOPLE PIVOT

- ▶ Rapid change
- ▶ Blurred lines
- ▶ Intentionality
- ▶ Emerging competencies



THE PANDEMIC HAS BROUGHT US BACK TO BASICS

Resilience and Maslow's Hierarchy



I need to grow and reach my full potential.

I need respect and a sense of accomplishment.

I need to have intimate relationships and be a part of something.

I need to be healthy and provide for myself and/or my family.

I need food and supplies.

Chat. Where do you see yourself today on Maslow's Hierarchy?



Engagement is every day leadership.

Modeling

Understanding

Influencing

Empowering

How do I build trust and encourage open communication?

What steps am I taking to understand employees and guide them to what fuels their passion?

How do I shape a growth mindset and adaptability?

How do I ignite enthusiasm, problem-solving and confidence?

CHAT.

Reflect on employees that you would describe as “engaged” during the past four weeks.

What behaviors do you see?

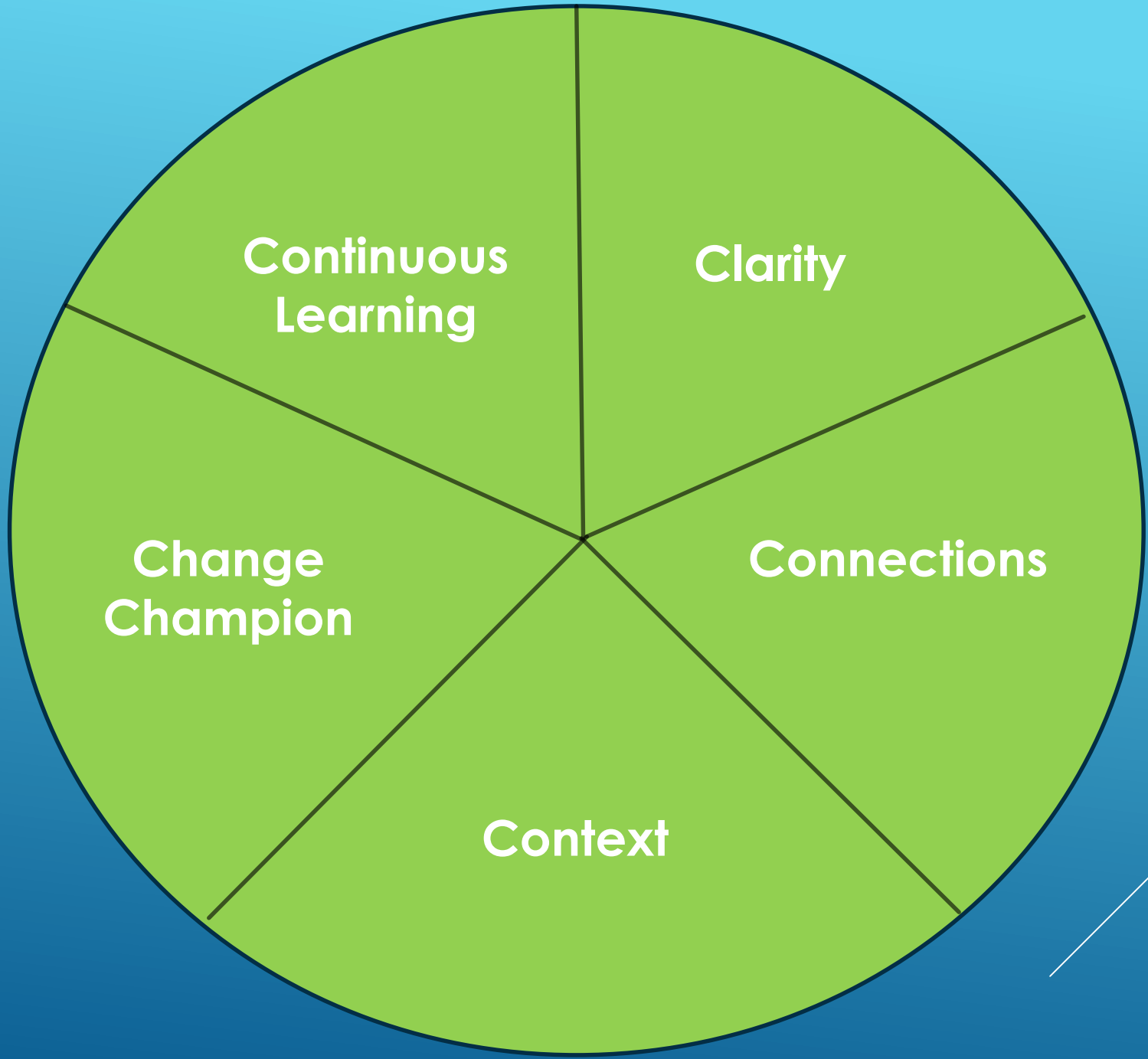
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AND, WHAT ABOUT SELF-ENGAGEMENT?



People with high levels of optimism, resilience or proactivity tend to be significantly happier, more fulfilled and engaged at work.

STRENGTHENING
SELF-
ENGAGEMENT



**Continuous
Learning**

Clarity

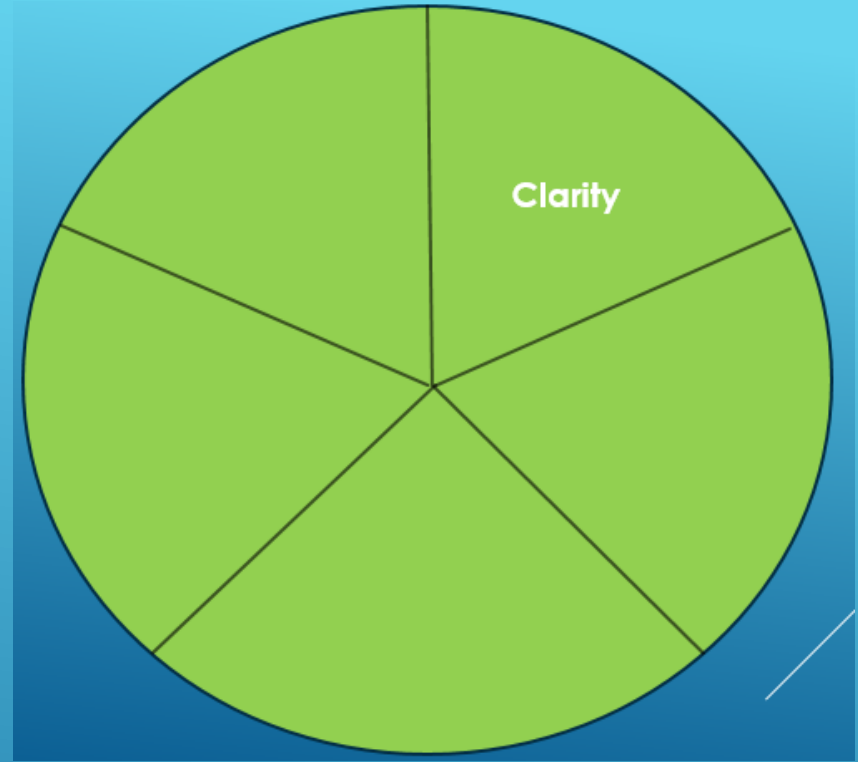
Connections

Context

**Change
Champion**

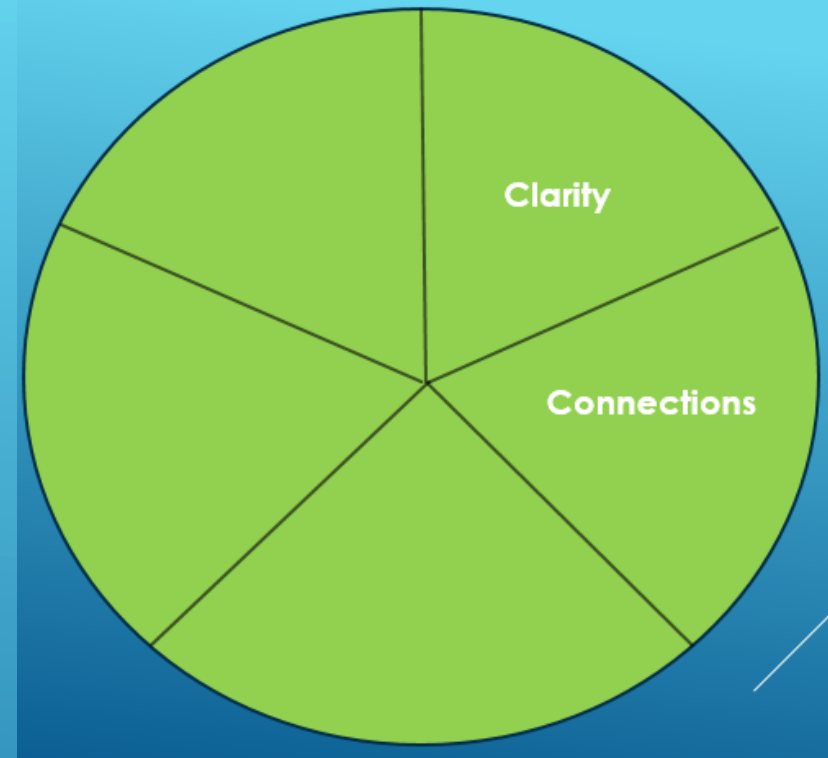


Fostering
clarity while
repeating a
shared
purpose.



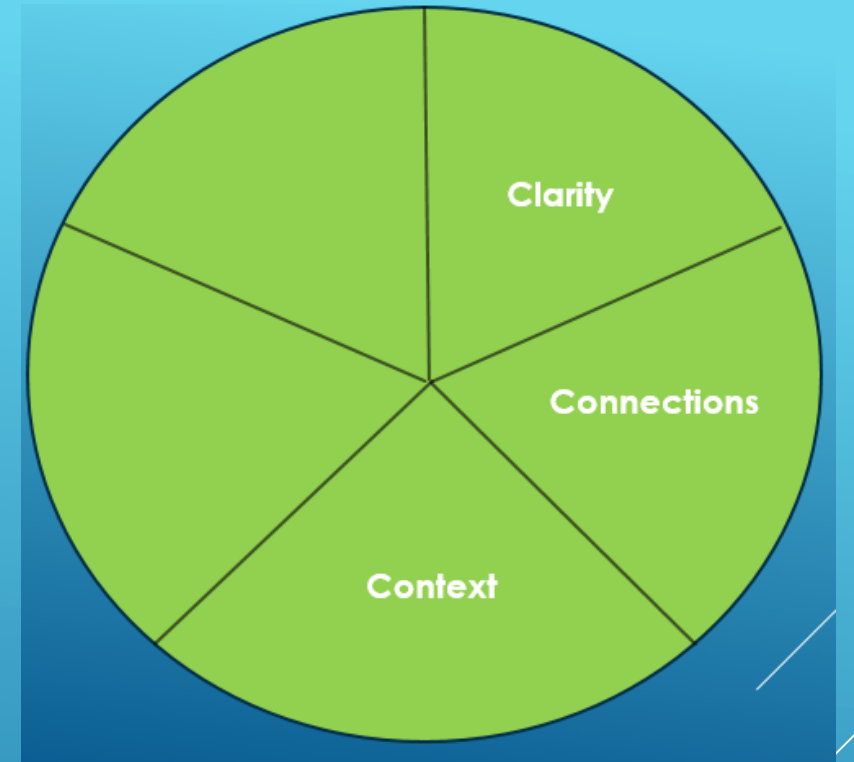
CLARITY

Providing purposeful,
authentic, inclusive
communication.



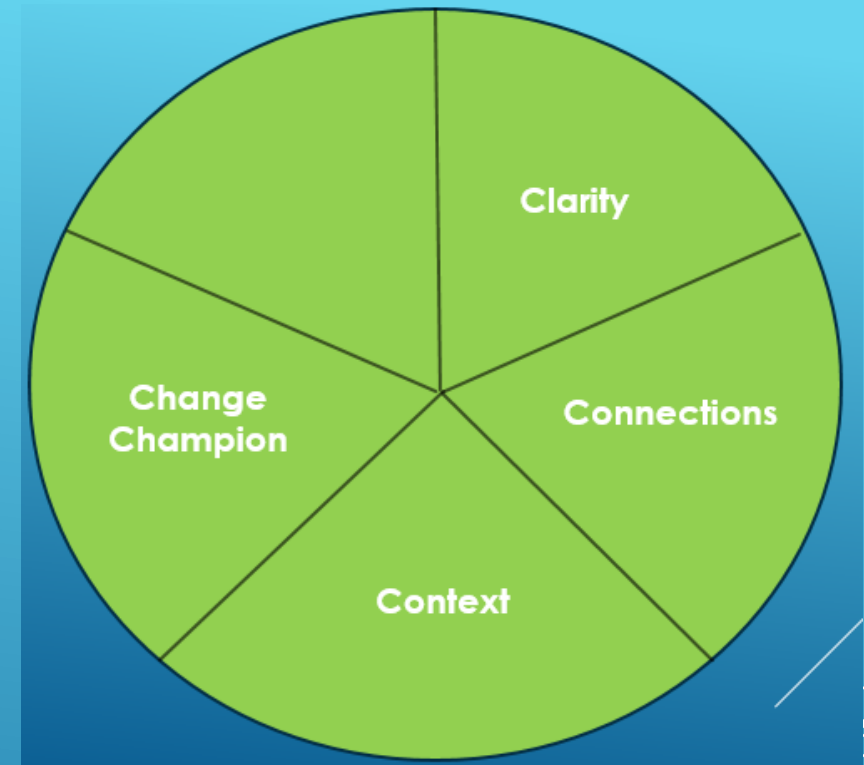
CONNECTIONS

Widening the lens.



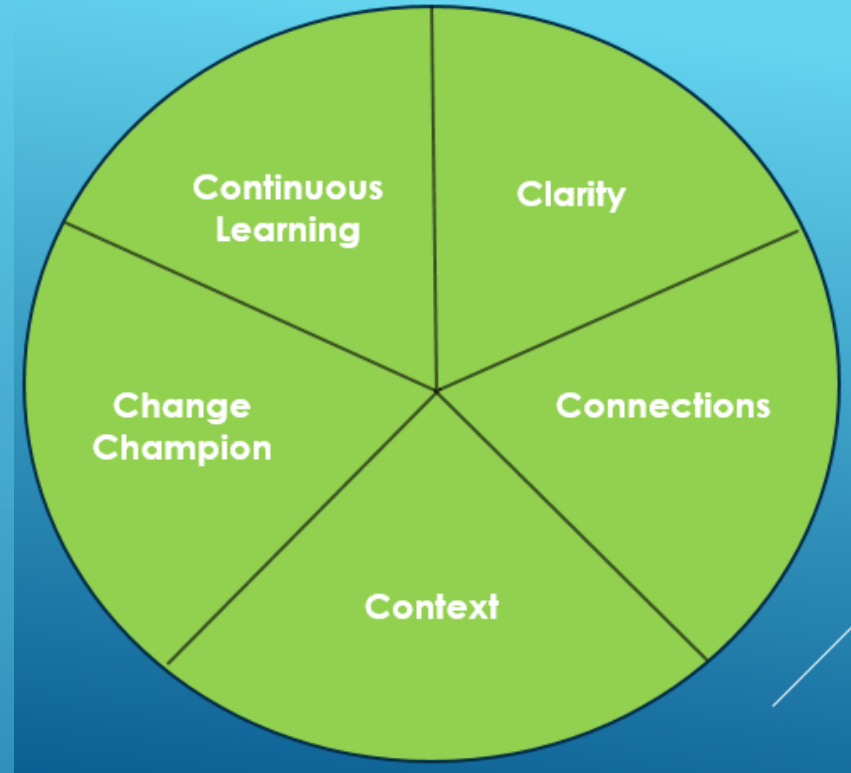
CONTEXT

Demonstrating
and expecting
flexibility over
familiarity.



CHANGE CHAMPION

Building skills and knowledge in unexpected places. Learning and evolving from what is and is not defined.



CONTINUOUS LEARNING

THE MAN IN THE ARENA, THEODORE ROOSEVELT

“It is not the critic who counts; it is not the man who points out how the strong man stumbles, or where the doer of deeds could have done them better. The credit belongs to the man who is actually in the arena, whose face is marred by dust and sweat and blood; who strives valiantly; who errs, who comes short again and again, because there is no effort without error and shortcoming; but who does actually strive to do the deeds; who knows great enthusiasms, the great devotions; who spends himself in a worthy cause; who at the best knows, in the end, the triumph of high achievement, and who at their worst, if he fails, at least fails while daring greatly. “