



5 Keys to Unlock the Power of Employee Engagement

Managers and engagement

We just completed a comprehensive study comparing the engagement levels of managers to their teams. **We found that engagement levels of employees directly correlate to engagement levels of their managers.** Fully engaged managers lead the most engaged teams. However, only 65 percent of managers say they understand the concept of employee engagement. Even fewer managers know how to become more engaged in their work themselves.



Based on the Book

The training is based on the book *MAGIC: Five Keys to Unlock the Power of Employee Engagement* which introduces the five keys--Meaning, Autonomy, Growth, Impact, and Connection. Based on over 14 million employee survey responses across 70 countries--the most extensive employee engagement survey database of its kind--MAGIC combines principles of psychology and motivation with solid business concepts. Written by recognized experts in leadership and employee engagement, this book provides actionable advice that will reduce attrition, encourage initiative, drive growth and profit, and increase personal engagement in your work.

What is your current level of engagement in your job?

Before the workshop, you complete the online Employee ENGAGEMENT MAGIC® self-assessment. This tool consists of 35 items that measure the overall level of engagement and satisfaction you experience in your job, plus the five MAGIC keys that drive engagement. The self-assessment provides a new level of insight into what really matters to you and causes you to be engaged. The results are used during the workshop to help you create your own employee engagement action plan.



Outcomes

You will leave the workshop inspired, engaged, and anxious to share what you have learned with your team. In addition to learning about the keys of engagement, you will:

- Take responsibility for your own engagement
- Be able to conduct engagement interviews with your employees
- Understand what enables and hinders engagement
- Know what motivates employees to perform at their best

Delivery options

The Employee Engagement MAGIC® Training is offered in a variety of customizable formats that meet the need of any organization or team:

- Open-enrollment course (1.5 days)
- In-house training (1.5 days)
- Certification (3 days)

HRCI Credit

The open-enrollment workshop is pre-approved for 14 credit hours towards PHR, SPHR, and GPHR recertification.



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The learning experience

This 1.5-day interactive workshop is designed to increase your engagement by helping you understand how to find passion, meaning, and drive in your work. The results from their Employee ENGAGEMENT MAGIC® self-assessment are provided during the session and are used to help create a personal engagement action plan. Learning activities, games, and videos help you internalize each concept while allowing time to discuss and debate ideas in small groups. Finally, you are provided practical ideas and activities to use with their own employees to boost engagement including how to conduct a one-on-one engagement interview.



Agenda

Part 1: Engagement 101

- Definition of satisfaction and engagement
- What is your current level of engagement?
- Who owns engagement?
- Why engagement matters

Part 2: The 5 MAGIC Elements of Employee Engagement

- Meaning: Does your job inspire you?
- Autonomy: Do you fully use your talents and abilities in your current position?
- Growth: Do you regularly feel challenged and stretched?
- Impact: Do you leave work each day feeling like you accomplished something worthwhile?
- Connection: Do you feel like you are an integral part of your organization?

Part 3: How to Grow Engagement

- How to inhibit employee engagement (what not to do)
- Helping employees take ownership for their engagement
- How to conduct an employee engagement interview
- Creating your own employee engagement action plan
- Creating a team employee engagement action plan