

A close-up photograph of a vibrant green leaf, likely from a grass or similar plant, covered in numerous clear water droplets. The droplets are of various sizes and are scattered across the surface of the leaf, which shows distinct veins. The background is a soft, out-of-focus green, suggesting a natural outdoor setting. The overall image has a fresh, clean, and natural feel.

in equilibrium

Call us free: 0800 622 6932

In-house training course details

Employee Engagement

Overview

This course is suitable for managers at all levels in organisations who want to increase their understanding of employee engagement. The course starts by informing managers that 'one size does not fit all'. Throughout the day managers are shown how to initially assess engagement in their organisation and then shown how to devise a strategy that will work for them, as opposed to some generic 'one size fits all' strategy.

Key benefits of the course

Employee engagement is generally recognised as one of the biggest problems affecting organisations today, this is doubly so in turbulent economic times, when uncertainty is high. With only one third of the work force engaged there is huge scope for improvement which translates directly to the bottom line. Managers will learn how to initially measure then devise a strategy that boosts employee engagement in their organisation. Employees also benefit as they in turn become more involved and enthusiastic about their work.

Participants learn:

- One size doesn't fit all
- Why engagement strategies succeed or fail
- How to measure engagement
- The driving and resisting force of engagement
- The do's and don'ts of engagement
- What are the costs versus the benefits
- Time-scales

Testimonial

George is an expert practitioner in the area of psychological health as might be expected, however it is his personable nature, enthusiasm and great sense of humour in communicating his common sense approach that makes him so successful.

Such was the skill and sensitivity with which George presented his ideas for solving many of the problems that managers experience; he received great praise from both managers and trade union representatives who attended the sessions.

Subsequently the Trades Unions engaged George's services for further training with their representatives in the Bolton Branch of UNISON. The training he delivered for me went beyond my expectations.

Pat Jones
Bolton at Home

Content summary

Section 1

- Definitions of employee engagement

Section 2

- What can be achieved by an employee engagement program and what cannot be achieved.
- Why engagement strategies succeeded or failed

Section 3

- The different benefits of engagement for employees and managers and why certain employees resist engagement
- The centrality of communication
- Worker speak and manager speak

Section 4

- The different models and methods of employee engagement
- Comparison of our results with other companies, sectors etc, is it possible?

Section 5

- Top recommendations for managers

Section 6

- The do's and don'ts of engagement

Section 7

- Understanding the costs versus the potential benefits of a strategy.
- Looking at the claims of success and their sustainability
- Looking at time-scales for change

Profile

This course is led by Dr George Madine. George is a specialist in work related psychological health, his doctorate, a DBA, specialised in how psychological health at work affected employee engagement. George has delivered numerous training courses on how work related psychological health affects employee engagement in both the Public and Private sectors along with two Trade Unions.

Course Details

Duration: Full day
Optimum delegate numbers: 12
For more information, contact:
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