



Tools to ENGAGE and Motivate Your Team

Course Overview

The future of work will be to provide a flexible work environment, and a sense of purpose and belonging in terms of place, time, job description, and career paths. This class will give participants techniques and strategies to improve communication with their team and make personal aspiration a routine part of manager conversations. Genuinely purposeful organizations embed solidarity right into management practices that translate to a sense of belonging and security for employees.

Using Elevate's 6 step ENGAGE Model, Managers and Supervisors will learn the steps to lead a diverse team, keep everyone on track, and promote positive interaction with team members, peers, and upper management.

Learning Objectives

- Learn how attitude and actions can determine level of engagement
- Motivation for individuals and teams
- Sustain an energetic level driving other forward
- Know your vision and share your vision
- Delegate responsibility but be accountable
- Establish trust and align others to reach a common goal
- Drive towards excellence in yourself and others

Module 1: The Importance of Psychological Safety

- Psychological Safety Defined
- Management Strategies to Ensure Psychological Safety
 - Be Transparent
 - Involve the Team in Balancing Individual and Group Need
 - Vulnerability is Not a Bad Word
 - Address the Equity Challenge

Module 2: Elevate's 6 step ENGAGE Model

Step 1: Educate

- Measuring & Benchmarking Your Current Team
- Data Collection
- Team Player Assessment
- Employee Engagement Through Candid Conversations

Step 2: Needs Assessment

- Identifying Areas for Improvement
- Employee Underrepresentation
 - Locations
 - Departments
 - Positions
- Challenges
- Change Management – Overcoming Resistance to Change
- Snapshot: What Does Leadership Look Like at the Top?



Step 3: Galvanize Participation

Creating Meaningful Employee Engagement

- Engagement from Executive and Upper Leadership
- On-going Communication
 - ERGs (Employee Resource Group) as a Lever for Employee Engagement
 - Intersectionality and the Multi-Dimensionality of Your Workforce
- Active Recruitment

Step 4: Adopt, Adapt, and Adjust Program

- Undertaking the evaluation of three performance indicators
 - Progress
 - No Progress
 - Unexpected Change

Step 5: Go Deeper Through Feedback

Measuring and Reporting Results

- Determine Your KPIs • Representation Among Groups
 - Employee Survey Scores
 - Employee Retention
 - Public Recognition

Step 6: Expound and Expand

Bridging Communication Differences

- Identify Communication Styles
 - Analytical
 - Personal
 - Intuitive
 - Functional
- Obstacles That May Hinder Communication
 - Stereotyping
 - Prejudice
 - Miscommunication

Module 3: Communicating with Your Team

- Identify your level of self-awareness and how it affects your interpersonal skills
- Identify various communication and behavior styles.
- Develop skills in asking questions that result in informative responses
- The critical role communication skills play in building and maintaining a harmonious workplace.
- Promote trust and rapport by exploring your team player style and how it impacts groups dynamics