D JUNGLE PEOPLE PRESENTS

DRIVING ENGAGEMENT VIRTUALLY

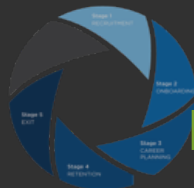# BESPOKE

SOLUTIONS FOR MANAGING TALENT

DJUNGLE PEOPLE

- Over **500 ORGANISATIONS** to date
- **CUSTOMISED SOLUTIONS** for real and relevant change
- **DELIVERS REAL VALUE** to clients

TEAMS
- Virtual Teams
- Goal Alignment
- Relationship Building

LEADERS
- Competency Building
- Coaching & Mentoring
- Profiling Tools

ORGANISATIONS
- Change Management
- Culture Embedment
- Vision Development

John Kam

Principal Trainer
Chief Executive Officer
D Jungle People Sdn Bhd

Engagement

"the extent to which a person <u>*chooses*</u> *to apply their focus, energy and attention toward any effort"*

DJUNGLE PEOPLE

DRIVING ENGAGEMENT VIRTUALLY

Employees are engaged if they are:

PRODUCTIVE	PARTICIPATIVE	POSITIVE
Delivers results	Accessible, present and involved	Personal well being and commitment to current organisation direction
❑ Are clear of their deliverables ❑ Are meaningfully occupied at work ❑ Are able to deliver and complete tasks according to timelines	❑ Can be easily reached within reasonable timelines ❑ Is actively communicating and responding ❑ Supports and advocates for company initiatives	❑ Proactively prepares for the future ❑ Is enthusiastic about their role and company direction ❑ Reaches out to seek / offer help and support when required

COMMON SCENARIOS

"I am listening"

- ❏ Quiet
- ❏ Paying attention
- ❏ Follows up
- ❏ Seek clarification

"I am committed"

- ❏ Receptive
- ❏ Shares input
- ❏ Asks insightful questions
- ❏ Value-adds

"I don't want to be here"

- ❏ Unresponsive
- ❏ Distracted
- ❏ Defensive
- ❏ Bored

"I am having fun"

- ❏ Participative
- ❏ "Present"
- ❏ Responsive
- ❏ Excited

DJP'S MATRIX OF ENGAGEMENT

Engagement can be engineered by flicking on a set of specific "switches"

INTERNAL SWITCHES

Process that stimulates the heart and mind

Zen Garden
"I am listening"

Mountain Top
"I am committed"

Detention
"I don't want to be here"

Theme Park
"I am having fun!"

EXTERNAL SWITCHES

Process that attracts attention and focus
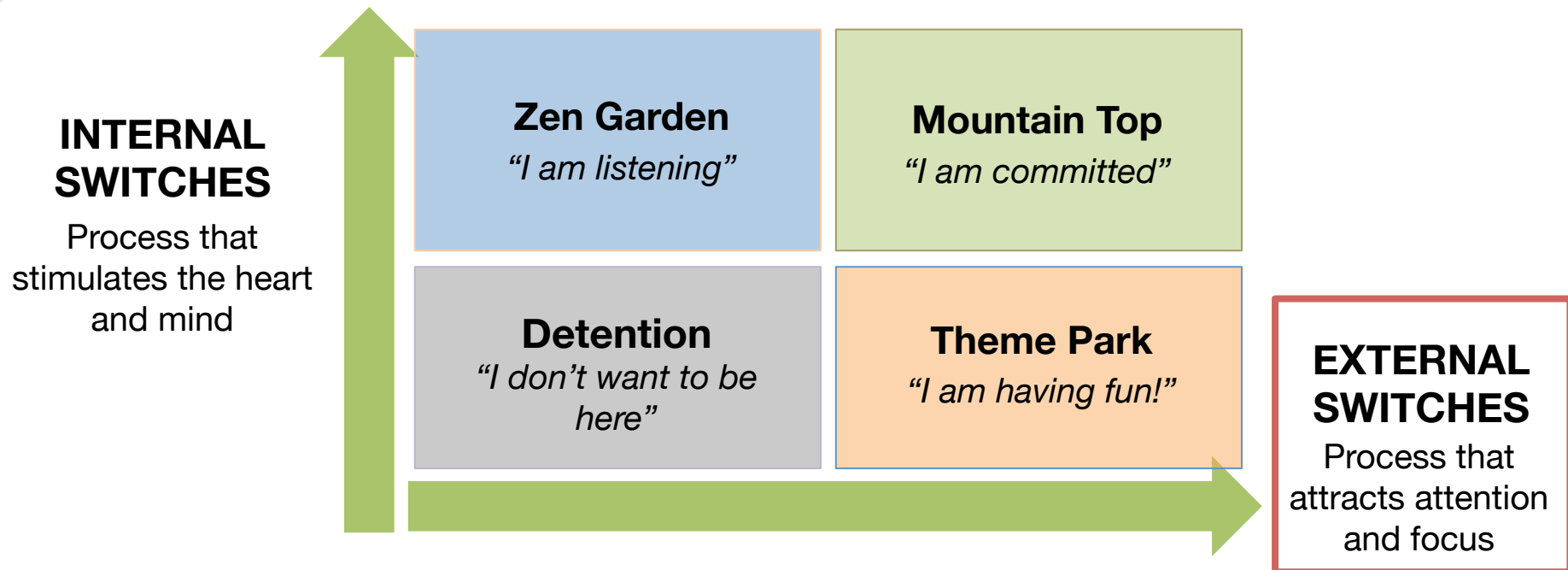
#1 Environment

Eliminate unnecessary distraction

❑ Prepare your audience **for the platform**

❑ Manage **audience's setting**

#2 Energise

Up your energy by 50%

❑ When in doubt, go **LOUD**

❑ **Video feed** matters

#3 Engineering Opportunity
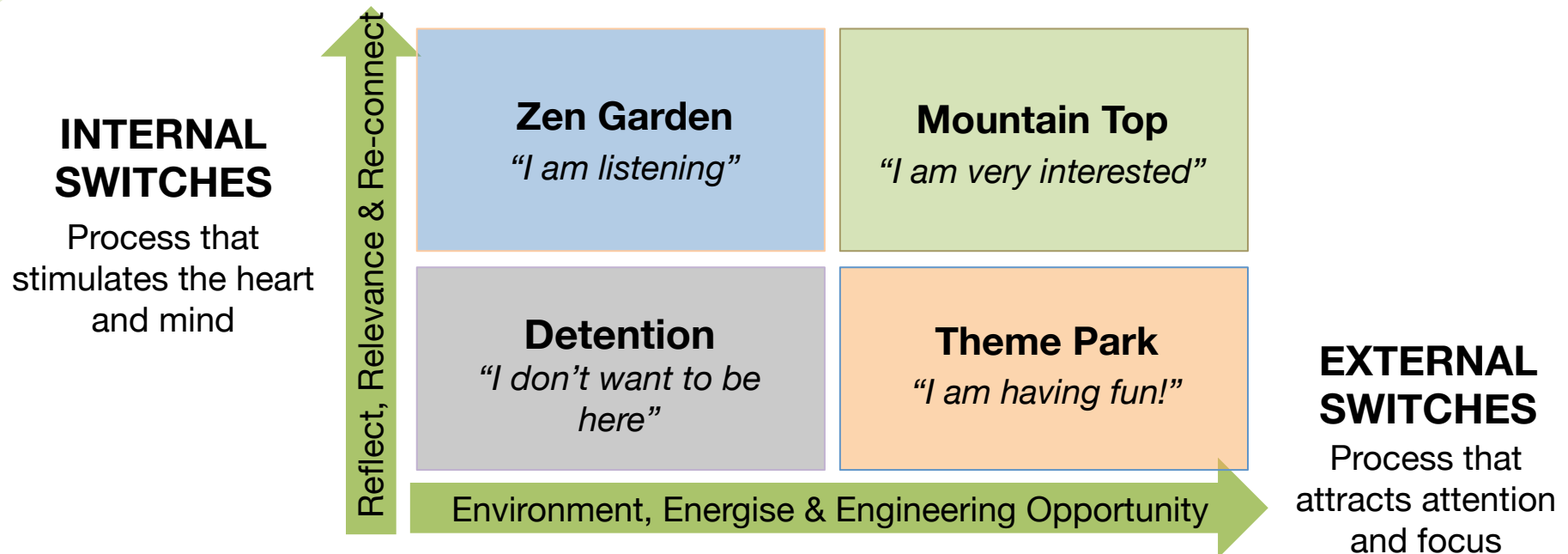
Let people contribute

❑ Use **tools**

(Polls, "Kahoot!", "mentimeter",

"buzzin.live")

❑ Create shifts in inertia

DJP'S MATRIX OF ENGAGEMENT

Engagement can be engineered by flicking on a set of specific "switches"

INTERNAL SWITCHES

Process that stimulates the heart and mind

↑ Reflect, Relevance & Re-connect

Zen Garden
"I am listening"

Mountain Top
"I am very interested"

Detention
"I don't want to be here"

Theme Park
"I am having fun!"

→ Environment, Energise & Engineering Opportunity

EXTERNAL SWITCHES

Process that attracts attention and focus

CONNECT WITH US

DJUNGLE PEOPLE

SCAN ME

📞 +6 03 7877 8008

✉️ info@djunglepeople.com

f www.facebook.com/DJunglePeople

in D Jungle People