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**About this course**

Managing people is everywhere . E ither you are a team lead / manager you will have team to manage . Do you want to become one of the worlds greatest manager in managing people. If yes then this presentation is for you unleashing the secret and science behind people management.By the time you complete this presentation

* You will know the psychology behind people management
* You will have right tools to manage people
* You will have enough knowledge to engage your team members with work environment and get best out of them

**Why projects fail**

Do you know why projects fail ?

In 1980 researchers in project magement believed project fail because of quantitative failures / process failure like ineffective planning , scheduling , estimating , control and moving tragets .

**In 1990 project management experts realized that** projects can fail because of people.Project can fail because of lac of motivation , lack of commitment and poor human relationships

Great process is required for project to be successful but that is only half of the equation , you at lso require great team members for your project to be successful.This presion is about the seond half of our equation – Mangaing people the best way and get best out of them

**Recognition**

**What is recognition?**

**“**There are two things people want more than money and sex .. recognition and praise”

Recognition is a fundamental human psychological need. It has positive impact on employee performance. Everyone wants their work to be recognized and appreciated.

Managers are good at catching employees when something goes wrong and poor at catching employees when they are doing good things . As a result 70% of the employees say they receive no appreciation or recognition at work place . They feel they are undervalued . We need to value our employees and make them feel they are valuable for us.

**Benefits of Recognition**

* replicate behavior :
* Lack of recognition increases turnover. Research reveals that your company turnover can be brought down by 50% when you start recognizing employees
* High productivity as employees repeat what has been appreciated
* Lower negative effects such as absenteeism and stress.

**How recognition works**

* Thank an employee for going out of his way to take care of a customer and he will do so again.
* Acknowledge a team member for taking the initiative to train a new colleague
* Corrective feedback from which boss is more powerful? Obviously, it’s the feedback from the one who regularly acknowledges you
* Appreciate a person who had spent extra hours in office to get work done and he feels respected

**Proven techniques for effective recognition**

* Recognition need not be expensive . Remember 57 percent of surveyed employees said that most meaningful recognition was free
* Praise
* Being involved in [decision making processes](http://www.businessnewsdaily.com/3987-power-decision-making.html)
* Career opportunities
* Visibility
* Recognition at a team meeting or in a company newsletter

**Recognition is not just Award / Perk / additional bonus .**Don’t make the mistake of thinking that the awards are the

recognition. If you do, you will fall into a common trap: assuming

that all you need to make recognition work is a new award.

Focus only on the tangible award, and recognition will most

likely fail. Focus on the *meaning* behind the award, and employees

will receive recognition that works.

This isn’t to say that looking for new award ideas doesn’t

have value. It’s always a good idea to come up with new and creative

ways to show recognition.

*Powerful* I mean praise that reinforces the behavior in a way that significantly increases the likelihood of that behavior occurring again in the future

Timing. Deliver praise as quickly as possible after the desired behavior.

Specificity. The goal of praise is to reinforce a specific behavior. Using general praise such as “Good job!” contributes very little to its effectiveness. Be specific and descriptive.

Proximity. One of the key factors uncovered by science that enhances the effectiveness of praise is physical proximity. The closer you are, the more impact it has.

Enthusiasm. We all know that how you say something is as important as what you say. The same applies here. Praising with energy and enthusiasm is more powerful than being stoic about it.

**Conclusion:**

Praise and recognition are essential to an outstanding workplace. People want to be respected and valued for their contribution. **Create a culture of recognition in your company to engage employees .**