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**[www.btsconsultant.com](http://www.btsconsultant.com)**

# Employee Engagement and Motivation

## Introduction:

Keeping levels of employee engagement at a satisfactory level is one of the biggest challenges employers may face at present. Pay cuts, pay freezes, redundancies, slashed learning & development budgets, and even working for a period without pay significantly impacts on employee engagement. This course is designed to convey principles and techniques that are based upon a modern understanding of the subject, rather than relying on conventional notions that people are solely motivated by material rewards, such as pay increases, commission and bonuses.

## Who should attend?

- Managers
- Supervisors
- Business owners
- Top management for small and medium enterprises
- Those who are interested in increasing their managerial skills to effectively and efficiently manage

## Methodology:

This interactive Training will be highly interactive, with opportunities to advance your opinions and ideas and will include;

- Lectures
- Workshop & Work Presentation
- Case Studies and Practical Exercise
- Videos and General Discussions

## Certificate:

BTS attendance certificate will be issued to all attendees completing minimum of 80% of the total course duration.

## Course Objectives:

- Understanding the value of employee engagement to an organization
- Learning how to measure the level of employee engagement in their organization
- Being familiar with designing, carrying out and interpreting engagement surveys
- Identifying and developing the required change initiatives
- Understanding the impact of engagement on business performance

## Contents:

### **DAY 1:**

- Introduction to employee engagement
- Why employee engagement is important to an organization?
- How to measure engagement in an organization?
- Employee engagement - from people to profits
- The doom and gloom of a disengaged workforce

### **DAY 2:**

- Understanding the drivers of engagement
- The right and wrong drivers
- The main pillars of engagement
- The engagement model
- The benefits of a committed workforce

**DAY 3:**

- Employee engagement designing and conducting
- Employee engagement analyzing and interpreting the data
- How good or bad are you in employee engagement?
- Reporting on employee engagement surveys
- Giving employees feedback

**DAY 4:**

- The talent war – the cost of losing it
- Closing the engagement gap
- Involving and empowering employees
- Building the employee brand
- Building high performance teams

**DAY 5:**

- Developing an engagement strategy
- Tools, tips and advice for employee engagement
- Communication and engagement
- CEO - chief engagement officer
- Leadership that ignites passion
- Using metrics to stay on track
- The change competencies