

DEVELOP

RESTART  
MOTIVATION &  
ENGAGEMENT





# Are you ready?

The management takes the emotional burdens of staff members seriously and handles it properly.

YES

NO

Our company reacted well from motivation perspective to the new, uncertain situation.

YES

NO

The engagement of staff is at a good level in spite of the current challenges.

YES

NO



# Why should you **address motivation**

There are people who - by their nature - see changes as opportunities. They adapt easily and see the future positively. However, this is not the case for everyone. The changing work and economic environment, the new behaviour norms, financial and working conditions or the changed expectations may result in uncertainty, mistrust, or dissatisfaction in many. If left unnoticed and untreated, these can result in a decrease in engagement and even the loss of valuable team members. However, with proper attention and specific leadership motivation tools, these situations can be prevented or reversed.



# Our **Motivation** & **Engagement** Related Solutions





# Engagement & Satisfaction Surveys

Depending on the purpose and depth of the intended survey, we can provide several solutions.

More comprehensive **Employee Engagement Survey** - examines the main factors of employee engagement, exploring the importance of each factor in general and also assessing how these factors are accomplished currently at the company.

Quick **easy to use cloud-based Happy at Work** - an easy to use cloud-based HR tool - measures well-being and workload in an organization with the aim of reducing staff turnover and sickness absence while cultivating a strong work culture.



## EMPLOYEE ENGAGEMENT SURVEY

### DELIVERABLES

- Tailored questionnaire
- Comprehensive reports by topics and organizational units

### FORMAT:

- Online Survey
- 2 hour findings presentation for management
- Additional team presentations & consulting upon request

## HAPPY AT WORK

### DELIVERABLES

- Direct system access
- Additional technical support upon request

### FORMAT

- 3-question pulse survey, which is easy to deploy & use
- 90-minute preparatory training - online or offline - for independent use of the survey system
- Need-based consulting services to address discovered negative trends and support managers in coping

REQUEST CALLBACK FOR MORE DETAILS

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# Employee Journey Mapping

Employee Journey Mapping is a **visualization of the entire experience employees and candidates have at the company.** In fast changing and uncertain circumstances it is even more important to review the employees' lifecycle and **define which phases of the journey have to be improved to increase satisfaction and engagement.** The outcome of the mapping process is the detailed description of the "as is" phase in line with the employer brand the company aims at. Based on the sincere assessment of the status quo we support the brainstorming and prioritization of **quick wins and strategic projects that will improve the employee experience towards "to-be" state.**



## TOPICS

- Employee persona design
- Employee Value Proposition
- “As Is” Employee Journey
- “To Be” Employee Journey
- Quick wins and strategic projects

## FORMAT

- Online or offline series of workshops, total net duration 3-6 days

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# Engaging Leader Course

Engagement means emotional bonding that employees and leaders feel towards their company, which drives them to exceed expectations and to grow. What is the responsibility and opportunity of the direct supervisors and mid leaders in enhancing employee engagement? **The program helps leaders to understand the various approaches and drivers of engagement, and builds on the 5 elements of the MAGIC model**, which will equip and enable you with the appropriate leadership tools.



## TOPICS

- Meaning of engagement
- Engagement levels and Engagement-Satisfaction matrix
- The MAGIC model and related leadership tasks
- Engage young generations
- The Engagement Interview as add-on

## FORMAT

- Engaging Leader Course:
  - Online: 6 x 90 min virtual class
  - Offline: 2 day classroom training
- Engagement Interview Course:
  - Online: 3 x 90 min virtual class
  - Offline: 1 day classroom training
- Additional materials for individual work between modules
- Optional add-ons:
  - Online application support consulting (45-60 minutes/group)
  - Online individual coaching (60-90 minutes/person)

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