Five Keys for Managers to Unlock the Power of Employee Engagement
Engagement is Collaborative

Engagement is a 50-50 proposition—a two way street. Yes, the organization is responsible for creating an environment where engagement can flourish, but the employee has an equal responsibility to CHOOSE to be engaged.

Engagement is Fundamental

It’s a power that resides in most people, waiting to be unlocked. People want to be engaged in what they do. If the organization will build the foundation, employees will do the rest.

Engagement is MAGIC

The data—lots and lots of data—is what sets MAGIC apart. Over the years, DecisionWise has deployed assessments in thousands of organizations in more than 70 countries and in more than 30 languages. From these assessments, DecisionWise has built an engagement database of more than 14 million responses. The MAGIC book and methodology reflects that research.
Your work has purpose beyond the work itself.

Two types of meaning contribute to engagement:

**Inherent Meaning**: The work itself produces the meaning. Like a teacher helping illiterate children to read, or a nurse saving lives.

**Associated Meaning**: The meaning may not always be found in the work itself. However, what the work enables you to do away from the work environment is meaningful. Like an assembly line worker who saves to put his daughter through college—the first in his family line to ever get a college education.

Beware of satisfaction factors! Perks such as espresso machines, ping pong tables, “Taco Tuesdays,” bonuses, and the like are fun and important (and may even be necessary), but generally only lead to temporary happiness or satisfaction. When taken away these perks can actually result in disengagement. (Plus, they can be expensive!)
The power to shape your work environment in ways that allow you to perform at your best.

**BOUNDARIES + FREEDOM + ACCOUNTABILITY = AUTONOMY**

Autonomy is not about leaving people alone. At the same time, too much supervision can destroy productivity, innovation, and engagement. Autonomy is about getting things done in ways that empower employees to do their best.

In autonomous organizations, it’s what gets done that matters, with less concern for the specifics about how it gets done.

Hire good people, give them what they need to do their jobs well, and get out of their way. Trust your people. Without trust, autonomy is impossible.
Growth

Being stretched and challenged in ways that result in personal and professional progress.

We become bored, distracted, and disengaged when we feel that our work is rote, routine, or repetitive. People crave work experiences that challenge their minds and their skills, that are intellectually stimulating, and that offer them a chance to rise to the occasion and excel.

Growth does not necessarily equal promotion. Growth goes beyond a higher position or a better parking space. It’s the desire for accomplishment, mastering new skills, reaching goals, and the need for achievement.

“The best moments in our lives are not the passive, receptive, relaxing times—The best moments usually occur if a person’s body or mind is stretched to its limits in a voluntary effort to accomplish something difficult and worthwhile,” Mihaly Csikszentmihalyi, Flow. In other words, we’re most engaged not when we’re kicking back, but when we’re kicking butt chasing excellence.
Seeing positive, effective, and worthwhile outcomes and results from your work.

**EFFORT + IMPACT = ENGAGEMENT**

In organizations where high levels of effort pair with high levels of perceived impact, you get an engaged workforce. People need to see progress in their work and that they are making a difference. Without the ability to see the impact of their work, people can feel futile and helpless.

Cultivate Impact:
1. **Measurement**: “If you don’t know where you’re going, any road will get you there,” Cheshire Cat. You can’t tell if you’re getting desired results if you don’t have any way of measuring it.

2. **Proximity**: Associate the work with the end result. Make it easy for everyone to see, feel, and experience the results of what they do every day.

3. **Context**: Just what is your organization’s intended impact? The leader provides the narrative, so how are you telling your organizational story? Shape your story in a way that helps people see the value of what they’re doing.

4. **Value**: Find a way to reward and recognize impact at the individual, team, and organizational levels.
Connection

The sense of belonging to something beyond yourself.

Connection is about “we” rather than “I” or “they.” Lack of connection leads to isolation and alienation. It is feeling that being part of your organization makes you part of a community of people who are engaged in something that’s bigger than any one person.

There are five types of connection that are found in organizations: Social, Organizational, Mission, Values and Task. Some are more important to different individuals than others, but the more we feel connected, the more likely we are to be engaged.

Trust is the currency of connection. It’s the building block of culture, because an effective culture is one that evokes thoughts like, “I can trust this company to align with my tastes and interests and to represent me, and what I care about, to the larger world.”
Experience the Training
Employee ENGAGEMENT MAGIC® Training

The learning experience
This one-day interactive workshop is designed to increase engagement by helping participants understand where they find their passion, meaning, and drive and apply it to their jobs. The results from their Employee ENGAGEMENT MAGIC® self-assessment are provided during the session and are used to help create a personal engagement action plan. Learning activities, games, and videos help participants internalize each concept while allowing time to discuss and debate ideas in small groups. Finally, managers are provided practical ideas and activities to use with their own employees to boost engagement including how to conduct a one-on-one engagement interview with their employees.

Delivery options
The Employee ENGAGEMENT MAGIC® Training is offered in a variety of customizable formats that meet the need of any organization or team:

• Open-enrollment course (1.5 day)
• In-house training (1.5 day)

Outcomes
Participants leave the workshop inspired, engaged, and anxious to share what they have learned with their teams. In addition to learning about the elements of engagement, participants will:

• Take responsibility for their own engagement
• Be able to conduct engagement interviews with their employees
• Understand what enables and hinders engagement
• Know what motivates employees to perform at their best

HRCI Recertification Credit
As an HRCI Approved Provider, DecisionWise delivers trainings and workshops focused on the PHR, SPHR, and GPHR bodies of knowledge.

Click Here to Learn More.
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Employee ENGAGEMENT MAGIC Training®

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