MAGIC: Five Keys for Managers to Unlock the Power of Employee Engagement

www.EngagementMAGIC.com

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About DecisionWise

Founded 1996
30 countries
70 languages
200+ clients

Named one of the fastest growing private companies in America - 2015 and 2016
Do you understand the concept of employee engagement?

- **Managers**: 65%
- **Non-Managers**: 41%
How does the engagement level of the manager compare to the engagement of his or her employees?
What does a *good day* look like for you?
Employee engagement is an emotional state where employees feel passionate, energetic, and committed to their work.

This translates into employees who give their hearts, spirits, minds, and hands to deliver a high level of performance to the organization.
We Wrote the Book on Engagement

- Extensive psychological literature review
- DecisionWise 2013 study of over 13 million responses
- Over two decades of research
- Business case studies
The Engagement Experience

Engagement

Hearts, Spirits, Minds, and Hands

Satisfaction

Contractual
The Engagement Experience

MAGIC
- Meaning
- Autonomy
- Growth
- Impact
- Connection

Hearts, Spirits, Minds, and Hands

Satisfaction

Contractual

Transformational

Transactional
ENGAGEMENT MAGIC Self-Assessment Results

Low | Moderate | High
--- | --- | ---
MAGIC
M | A | G | I | C
M A G I C

Meaning  Autonomy  Growth  Impact  Connection
Q: What is *meaning*?

When one’s work has purpose beyond the job itself.
Does your job inspire you?
Which jobs are meaningful? Which jobs are not? Can anything have meaning?
“I’m part of a team building the world’s largest indoor coliseum.”

-Philippine Arena in Ciudad de Victoria, the Philippines
Two Types of Meaning

Inherent

Associated
Q: What is autonomy?

The ability to control and shape one’s role and environment in a way that best uses one’s talents and preferences to produce optimal results.
Are you given the freedom to fully utilize your talents and abilities in your current position?
Types of Autonomy

- Spatial
- Temporal
- Social
- Task
Freedom vs. Anarchy
Growth

Q: What is growth?

Developing; becoming better tomorrow than you are today, both professionally and personally.
Do you regularly feel challenged and stretched in your job?
Stretching and Growth
Zone of Proximal Development
Q: What is impact?

Causing and being a part of results; seeing positive and worthwhile outcomes of one’s efforts.
Do you leave work each day feeling like you were able to accomplish something significant?
Game Theory
Where Do Your Tasks Fall?

High

IMPACT

Low

EFFECT

Low

High
Q: What is connection?

A sense of belonging to something greater than oneself.
Do you feel like you belong?
Types of Connection

- Social
- Organizational
- Mission
- Values
- Task
Training Agenda

**Employee Training - 1 day**
- Engagement vs. Satisfaction
- Self-assessment Results
- Why Engagement?
- **5 Keys**
  - Meaning
  - Autonomy
  - Growth
  - Impact
  - Connection
- My Engagement Action Plan

**Manager Training - half day**
- Manager's Influence
- The ROI of Engagement
- One-on-One Engagement Interview
- Creating Ownership
- Creating the Environment
- Developing Your People
- Your Leadership Plan
Take the ENGAGEMENT MAGIC Self-Assessment

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