

EMPLOYEE ENGAGEMENT ~ A VALUES PROPOSITION



AN ORGANIZATIONAL ENERGY CRISIS: 6 OF 8 U.S. EMPLOYEES* ARE DIS-ENGAGED!

EVERYONE IN YOUR ORGANIZATION WANTS TO CONTRIBUTE THEIR ENERGY, CREATIVITY AND BRAIN POWER TO HAVE THE COMPANY SUCCEED. HOW COME ONLY 25% OF THEM ARE FULLY ENGAGED AND DOING SO? WHERE'S THE DISCONNECT? MORE IMPORTANTLY, WHERE'S THE RE-CONNECT?

TO HAVE PEOPLE ENGAGE, START BY UNDERSTANDING THEIR VALUES AND HOW THOSE VALUES IMPACT THEIR COMMUNICATION AND PERFORMANCE. WHEN PEOPLE ARE ENGAGED AND CONNECTED, YOU'LL SEE AMAZING RESULTS IN THE BOTTOM LINE AND ON THEIR FACES. STOP WASTING THE SUSTAINABLE, RENEWAL, CLEAN ENERGY OF YOUR PEOPLE. START INCREASING ENGAGEMENT.

(*SOURCE: 2008 GALLUP STUDY)



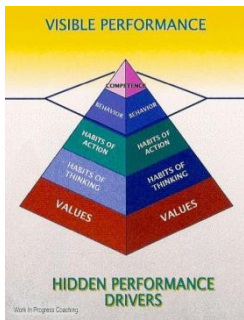
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Producing outstanding results requires:

- ❶ Commitment
- ❷ Adaptability, Innovation, Learning
- ❸ Future-based thinking
- ❹ Relationships of trust

Making the list is simple. Making it real isn't. It takes a leader who can connect with people, engage their hearts and minds in a future outcome, focus then release their collective energy and intelligence. It takes a leader who understands change as a process, not an event, and recognizes it begins with them.

Understanding values is indispensable for any process of development and change. Values are a key source of our direction and the basis of our motivation. Unexplored values, expressed through unconscious, automatic behaviors, limit learning, undermine performance and constrain what's possible.



Poorly understood values can create friction and miscommunication, causing otherwise competent, dedicated, hard-working individuals to perform well below what they desire and know is possible. Ignored values can lead to burnout and costly turnover. Explored values create opportunities for leaders and

their teams to access untapped potential, generate new levels energy needed in today's world of rapid change.

Our team development process starts with the leader. Because the leader will only be able to take their team where they have taken themselves, we work with the leader first, exploring how his or her values shape their perceptions, impact communication and performance. Then, we add the team. Participants will . . .

- Identify strengths to build
- Identify areas to develop
- Learn how to leverage diverse values
- Learn ways to reduce behaviors that limit performance
- Experience a renewed sense of partnership

It's never too late to stop wasting energy ~ yours and the team's.
Engaged employees create high-performing organizations.

A picture is worth a 1,000 words. What if you could see the precise areas that create disengagement or miscommunications? What if you and your team knew how to strengthen what's working and clear up what isn't? **Picture that!**



Graphical reports quickly reveal how individual values contribute to the team's dynamics and performance. Expert facilitation guides the dialogue that increases engagement and performance.

Benefits

- Leverage strengths
- Reduce friction, in-fighting
- Focus developmental efforts
- Increase communication
- Increase trust

Participants receive

- ✓ Individual Values Report
- ✓ Team Graphs
- ✓ Resource Binder

