



Taking Control of Your Engagement

Assess, increase, and sustain
employee engagement

A Personal Equation

Ask a dozen people why they do the work they do and you will get a dozen different answers. Yes, most people will say they work for the paycheck. Dig a little deeper, however, and you'll find other, more personal reasons for getting up in the morning and going to a job.

Engagement is a personal equation shaped by an individual's unique values, interests, talents and aspirations. Full engagement depends on individuals having a thriving personal connection with their work and a belief that they have a promising future in their organization. Unfortunately, information about engagement levels tends to be collected in aggregate and stay at the most senior levels in the organization. It rarely trickles down to employees and seldom is presented as a shared responsibility.

Although leaders and organizational practices can significantly influence employee engagement levels, every person, ultimately, has responsibility for his or her own engagement. Employees must be clear on what matters to them before they can take control of their job satisfaction and career success. They also need to take initiative in building and applying their unique knowledge and skills to contribute fully toward the organization's goals. Our goal is to help your organization embed engagement and equip all individuals with the tools they need to understand and increase their own engagement.

A Winning Formula

Taking Control of Your Engagement is a blended learning experience that equips individuals to assess, increase and sustain their engagement – maximizing both contribution and satisfaction – so that your organization can build a vibrant workforce and reach its goals.

The core of the learning experience is an interactive workshop or web class. To make the most of face-to-face time, individuals complete online reflection and assessment activities as prework. During the facilitated session, they use those insights to shape their learning and create a personal engagement strategy. Afterwards they take action on their own, and if appropriate, enlist the support of their manager or colleagues.



Online Prework and Resources

- Online prework prepares employees for this learning experience
- Online resources include videos, tips, and discussion guides

Content

- What Is Engagement & Why Is It Important?
- Your Starting Point. Where Are You?
- Taking Control of Your Satisfaction
- Taking Control of Your Contribution
- Your Strategy

Key Outcomes

Individuals will:

- Understand what engagement is – and isn't
- Assess their own engagement level
- Clarify the personal values and job conditions that influence their satisfaction at work
- Consider how their interests and talents align with the goals of the organization
- Identify actions they can take to increase their satisfaction and contribution – to become more engaged

Duration | 20-30 minutes of prework plus a half-day ILT or 2-hour VILT experience

Target Audience | Individual contributors (keeping in mind that managers and executives need to manage their engagement, too)

Class Size | ILT: up to 25 | VILT: up to 20

Available Language | English

Companion Program | *The Engagement Equation* equips managers to create an environment that fuels team engagement and hold meaningful one-on-one conversations.

••• For more information about **Taking Control of Your Engagement**, please visit www.gpstrategies.com.



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