

# Facilitating Employee Engagement

This course is designed to help managers and supervisors at all levels understand how to establish an environment that positively impacts employees' ability to engage with their work. Employee engagement is one of the multiple aspects of building a workforce that is adaptive to strategic and operational change.



## Course Specifications

### CPE Credits

8

### Training Format

Virtual-Live

### Preparation

None

### Modules

6



## Course Objectives

Government and business leaders know that having a high-performing workforce is essential for growth and survival. They recognize that a highly engaged workforce can increase innovation, productivity, and bottom-line performance and reduce costs related to hiring and retention in a highly competitive talent markets.

- **Boost Participation**  
Enhance employee ability to engage and perform at a high level
- **Increase Dedication**  
Leverage an employee's sense of purpose (personal, role, and organizational) to increase commitment
- **Increase Motivation**  
Amplify individual employee's sources of motivation to drive engagement with their work
- **Enhance Engagement**  
Utilize several strategy suggestions to promote and enhance employee engagement

INTENDED FOR

Leaders, key stakeholders, and project teams

## Employee engagement can reduce staff turnover, improve productivity and efficiency

Establish a workplace environment with the conditions employees need for full engagement



### Agenda

#### ■ MODULE 1

##### Introduction and Overview

- Understand the Change Management track.
- Define employee engagement and its importance.
- Align the impacts of employee engagement to the Government Performance Logic Model.

#### ■ MODULE 2

##### Understanding Employee Engagement

- Recognize the significant impacts of employee engagement on performance.
- Analyze key drivers and index trends of the federal government in rewarding performance feedback, training & development, and performance rating.
- Identify employees' need to develop self-directed learning behaviors.

#### ■ MODULE 3

##### Understanding Employee Motivation Factors

- Learn the motivation spectrum and the factors that drive employees to engage fully.
- Understand motivational themes on work behavior.
- Determine how managers can impact their employees in a positive or negative way.

#### ■ MODULE 4

##### Enabling Employee Sense of Purpose

- Learn the multiple aspects of employee purpose.
- Specify levels of personal and organizational purpose alignment.
- Correlate the various aspects of employee purpose into recognizing an individual's sense of purpose.

#### ■ MODULE 5

##### Understanding Employee Motivation Factors

- Learn the motivation spectrum and the factors that drive employees to engage fully.
- Understand motivational themes on work behavior.
- Determine how managers can impact their employees in a positive or negative way.

#### ■ MODULE 6

##### Strategies for Facilitating Employee Engagement

- Align employee work with their motivations and purpose.
- Establish key conditions employees need to be fully engaged.
- Provide development opportunities that further employee purpose and mastery.



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### Certified Government Performance Manager (CGPM) Program

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\* Payment by company check, credit card or SF-182 must be received for all mail registrations no later than 5 business days PRIOR to course date.



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