

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 Objectives

- **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.

Course Specifications

 CPE Credits 8

 **Training Format**
Virtual-Live

 **Length** 1 Day (8hs)

 **Modules** 7

\$1,095 USD
Virtual-Live | Instructor Led

* **Intended for** Change leaders, Project managers, Change management practitioners, Continuous improvement specialists and IT professionals.

Agenda

▾ Module 1 | Introduction And Overview

- Understand the Change Management track.
- Understand the Change Management track.
- 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.
- Determine the factors that highly affect and drive employee level of satisfaction & level of contribution.

▾ 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 positively or negatively.

Course Materials

As a course participant, you will gain access to:

- The program workbook and handouts (if available)
- Two-year access to our training platform, where you'll be able to revisit course materials and presentations
- Early access to whitepapers, videos, webinars, and blogs

Credits

Credits from the following organizations are available by completing this program:



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 | Establishing Conditions for Engagement

- Enumerate certain conditions in the workplace that influence employee engagement.
- Determine the connection between development opportunities and level of capability.
- Assess the engagement conditions that impact work performance.

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.

Module 7 | Strategies for Improving Employee Learning

- Learn how to enhance employee satisfaction by providing learning opportunities aligned with motivation and purpose.
- Determine adaptive ways to practice continuous learning at all levels of the organization.
- Understand how to increase employee contribution aligned with performance expectations.

Program Benefits

✓ Get your training via Flexible Learning Options

Explore our performance-focused training and certification paths in virtual-live, on-demand, or in-person settings. No matter your chosen format, engage with peers, join focused sessions, and more.

✓ Develop a Comprehensive Skill Set for Your Desired Area

Our programs cover strategy, planning, and execution. With over 20 years in the public sector, we guarantee your team excels in decision-making and gains sector-specific expertise.

✓ Deliver Efficient Solutions for Your Agency

Elevate your performance management capabilities to enhance project efficiencies and provide performance-based solutions to citizens.

Bring Performance Institute Training and Certification On-Site to Your Organization

Empower your team with the Certified Government Performance Manager (CGPM) program from The Performance Institute. Gain the expertise to lead performance management initiatives within your organization effectively.

Our program offers two certification options: **a standard certificate with a brief examination and an advanced certificate involving a capstone project. With the advanced certificate, you'll tackle a real-world project from your agency, applying course concepts and receiving expert feedback.**

Upon certification completion, you'll earn both professional distinction and academic credit. The Performance Institute is accredited by the National Association of State Boards of Accountancy (NASBA).

Customize the CGPM program to meet your organization's unique needs. On-site training for groups of seven to 30 ensures optimal utilization of your training budget. Our subject matter experts will collaborate with you to identify specific organizational requirements and tailor the training accordingly.

Interactive exercises based on real-life examples from your organization foster an engaging learning environment while delivering immediate ROI on your training investment. Address specific challenges and align session curricula with your objectives seamlessly.

For more information on bringing Performance Institute Training on-site to your organization, **call 1-877-992-9521 or email info@performanceinstitute.org.**

Performance Institute is registered with NASBA as a sponsor of continuing professional education on the National Registry of CPE Sponsors. State boards of accountancy have the final authority on course acceptance for CPE credit. Submit complaints regarding registered sponsors to the National Registry of CPE Sponsors via its website: www.learningmarket.org.

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** Additional group and individual discounts may be available. Contact us for more information.*

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