



engage**SRT**

Strength. Relationships. Transformation.

Architects of a Joy-Filled Workplace

www.engageSRT.com



Agenda

Why We're Here

The Growing Epidemic

A People-First Approach to “Engagement”

Our Approach

The Changing Workplace



Where we work.



Why we work.



The tools we use.

The Growing Epidemic

A "disengaged" workforce

67%

of employees show
low to no engagement
at work*

and it's driving

↓ 18%

"hit" to productivity*



The business impact of low engagement



Companies spend an average of \$1 500 per employee on *transactional* programs ... and its **NOT** working

The cost of disengagement

(The Numbers for a 100-employee company)

$$\begin{array}{ccccccc} \$180,000 & + & \$52,000 & + & \$30,000 & = & \$262,000 \\ \text{Reduced} & & \text{Absenteeism} & & \text{Traditional} & & \text{\$13,100} \\ \text{Productivity} & & & & \text{Programs} & & \text{per employee/yr} \end{array}$$

A better, "People-Centric" approach



People find their "joy" and, JOY becomes a transformative force in the workplace

Architecting a "Joy-Filled" Workplace

WHAT WE DO

1

Orientation: Start at the top to discover, set expectations and gauge leadership's awareness of the unique strengths, relationships and transformative drivers within the context of the current work environment

2

Create Awareness: Champion and extend awareness to the broader organization through individual assessments, group workshops and the creation of a common language of engagement

3

Equip for Success: Co-create the action plan detailing daily "rhythms" and long-term initiatives that will drive individual and collective transformation then, brief in change agents and influencers

WHAT YOU GET

Outcome: Leadership assessment, alignment on engagement expectations, equipping for team awareness

Outcome: Extended team assessments and map; awareness & alignment workshops; establish a new language of "joy"

Outcome: Blueprint for Successful Change; Stakeholder briefing; 30-60-90 day check-in sessions

Step 1: Orientation

Objective: Align on project scope, participants and outcomes. Build awareness of individual strengths, competencies and frustrations

How:

- A web-based assessment is administered to you
- A 90-min conversation with you to identify challenges, unpack assessment results, set expectations, identify participants and establish project timing

Who: You and the engageSRT team

Timing: Assessment: 20 min; Orientation Meeting: 90 min

Success Looks Like: You understand your individual strengths, competencies and frustrations. Agreement as to project participants, schedule and outcomes



Step 2: Create Awareness

Objective: Build awareness and a language to tap into individual and collective strengths

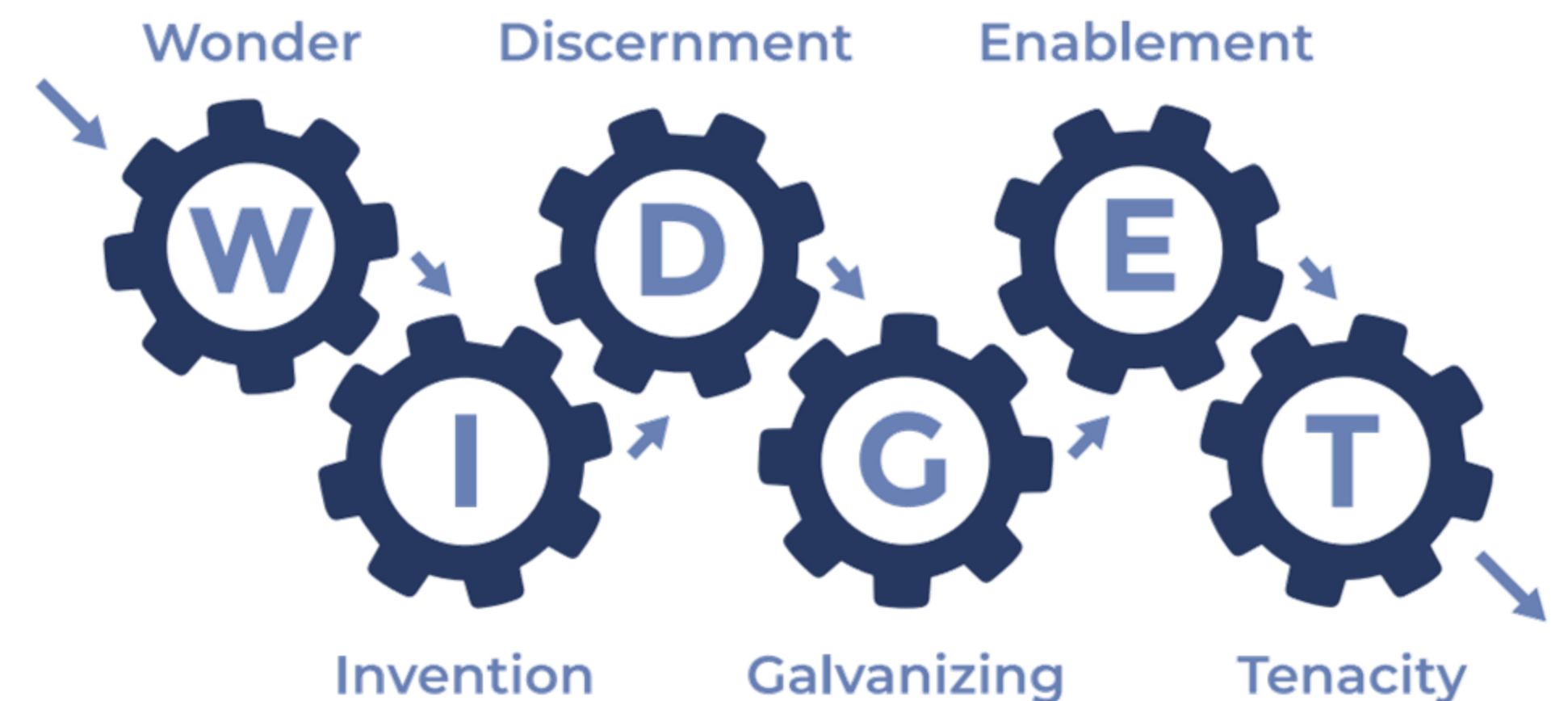
How:

- A web-based assessment is administered to you and your leadership team.
- EngageSRT analyzes results and conducts a half-day workshop to unpack individual and team results including its implications on specific challenge areas

Who: You and your leadership team

Timing: Assessment: 20 min; Analysis: 2-3 days; Workshop: ½ day

Success Looks Like: You and your leadership team understand your individual strengths, competencies and frustrations. You have a language to effect positive change across daily activity. You have preliminary recommendations for how this will address your challenges by improving engagement



WorkingGenius.com | © Copyright 2023 The Table Group, Inc.

Step 3: Equip for Success

Objective: Activate your blueprint for improved engagement

How:

- EngageSRT conducts a half-day activation and coaching workshop with teams and individuals to walk-through specific “blueprint” scenarios and metrics of success with you and your team
- We set-up coaching check-ins for the next 30, 60 and 90 days

Who: You and your leadership team

Timing: Workshop: ½ day; ½ day Coaching Check-ins: 30, 60, 90 day

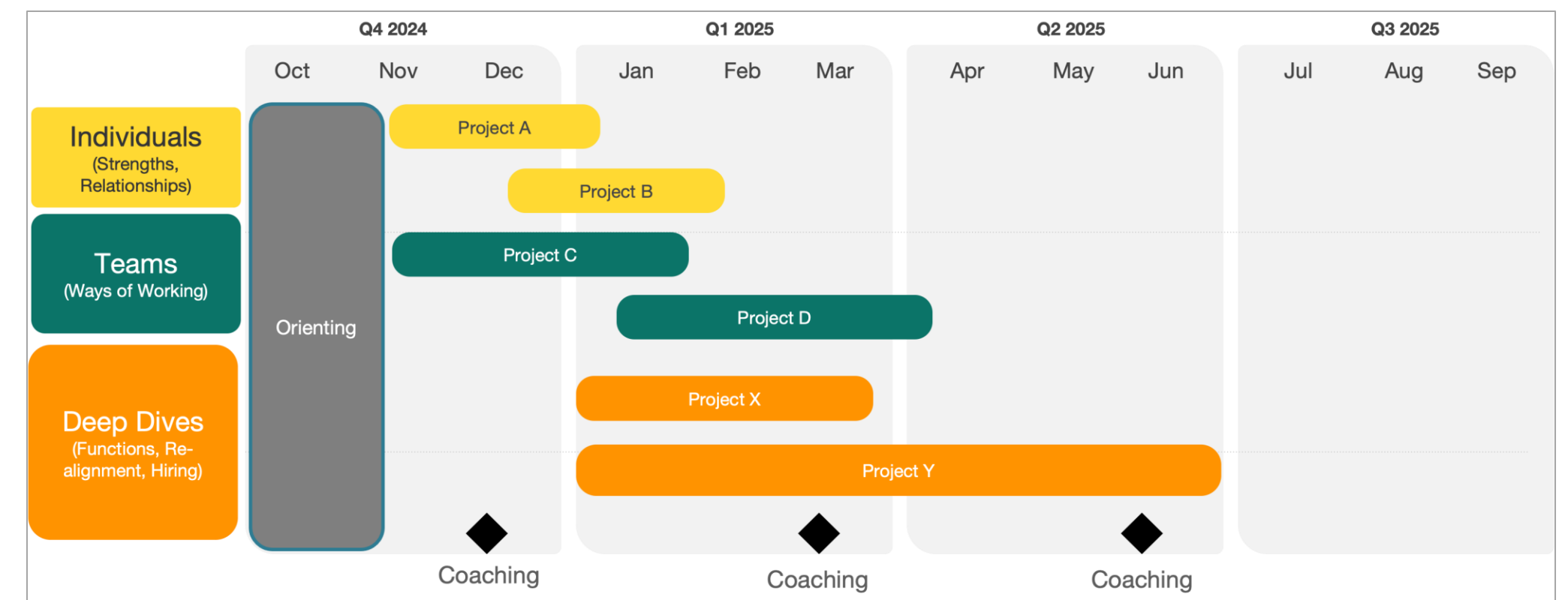
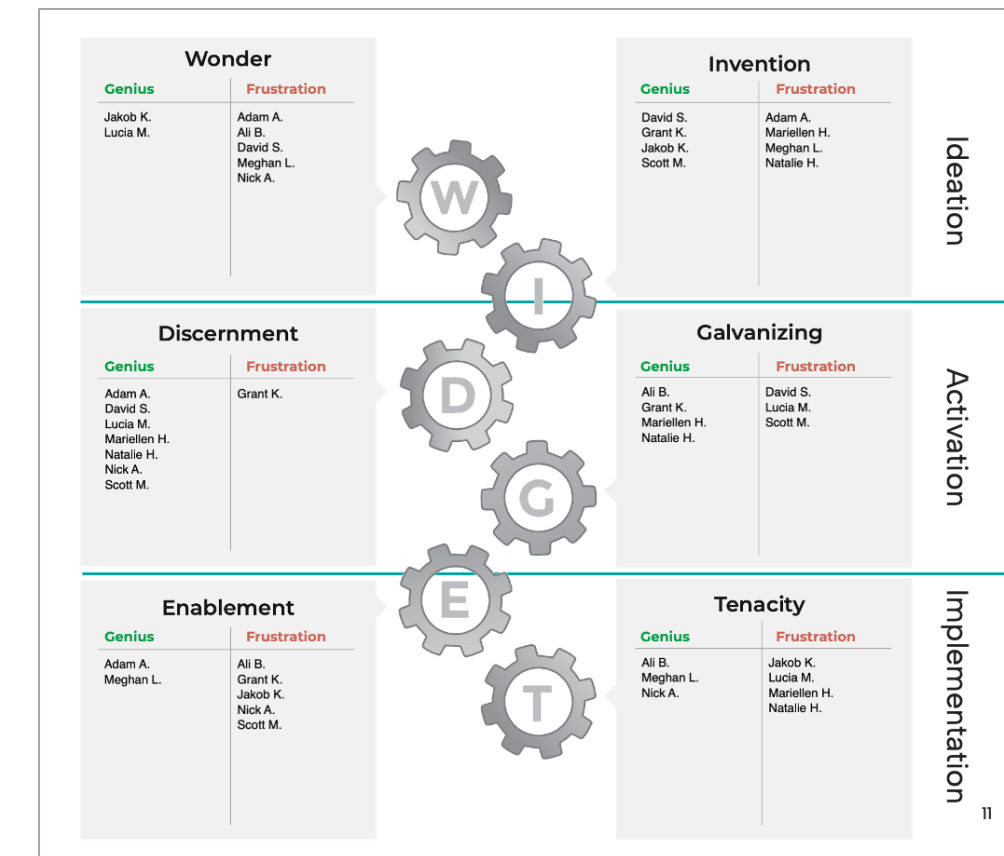
Success Looks Like: You and your leadership team activate a new language and practices for improved engagement. Performance measures are calibrated and in place to chart your progress.



Your blueprint for a Joy-Filled Workplace

“Blueprint” (aka playbook):

- Identification of individual and collective strengths
- An action plan and coaching as to the language of engagement and how to activate it in the workplace
- Performance metrics – enabling visibility and tracking of progress to plan
- Deep dive applications for more productive meetings, alignment of strengths and hiring
- Periodic check points and coaching



It's time to start

- Stop / reverse the effects of disengagement
- Know your people better
- Introduce "joy" as a transformational force
- We're here to help

Why engageSRT

We bring a collective 100+ years of business and personal leadership

Todd Luhtanen
(I,E)



Robert O'Neill
(W,D)



Scott Molitor
(I,D)



Next Steps

- Sign up with engageSRT
- Schedule your leadership orientation session
- Identify who within the leadership team will serve as the agents of change or influencers for Awareness & Alignment Workshops
- Introduce the the program and block calendars

Thank You!



DROP IMAGE HERE

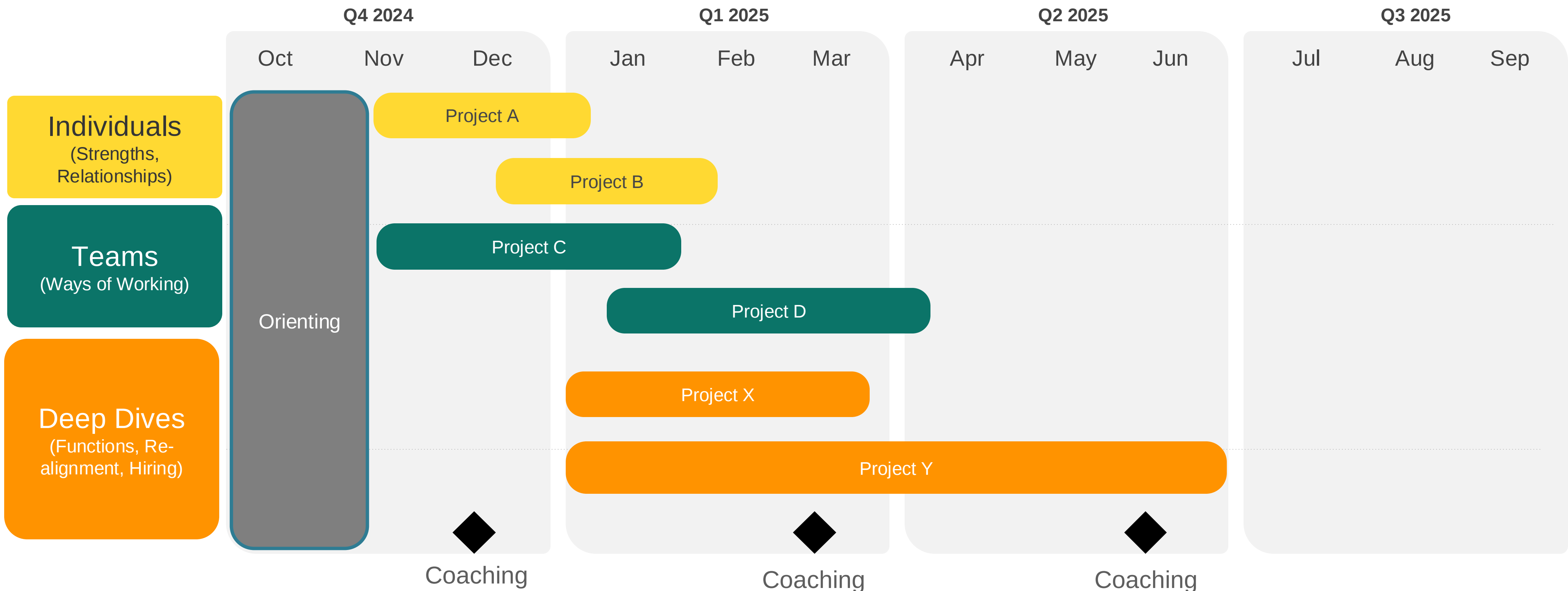
Focus on Joy.

THE JOURNEY TOWARDS TRANSFORMATION STARTS HERE

There are many variations of passages of Lorem Ipsum available, but the majority have suffered alteration in some form, by injected humour, or randomised words which don't look even slightly believable. If you are going to use a passage of Lorem Ipsum, you need to be sure there isn't anything embarrassing hidden in the middle of text. All the Lorem Ipsum generators on the Internet tend to repeat predefined chunks as necessary, making this the first true generator on the Internet. It uses a dictionary of over 200 Latin words, combined with a handful of model sentence structures, to focus generate Lorem Ipsum which looks reasonable. The generated Lorem Ipsum is therefore always free.

There are many variations of passages of Lorem Ipsum available, but the majority have suffered alteration in some form, by injected humour, or randomised words which don't look even slightly believable. If you are going to use a passage of Lorem Ipsum, you need to be sure there isn't anything embarrassing hidden in the middle of text. All the Lorem Ipsum generators on the Internet tend to repeat predefined chunks as necessary, making this the first true generator on the Internet. It uses a dictionary of over 200 Latin words, combined with a handful of model sentence structures, to focus generate Lorem Ipsum which looks reasonable. The generated Lorem Ipsum is therefore always free.

Blueprint



We Need a Better Approach

A “People First” Approach to Engagement

Strength

Awareness of individual strengths is the starting point to engaging the full “human potential” of a business.

Transformation

Fully engaged employees embrace and initiate transformational change that drives positive and sustainable growth.



Relationships

Strong relationships at all levels foster trust, open communication and collaboration which acts as the catalyst for motivation, engagement and productivity.

Joy

Joy is both a powerful motivator and transformational force for business. With joy, employee engagement grows, people thrive, and productivity is unleashed.



engageSRT

Strength. Relationships. Transformation.

Architects of a Joy-Filled Workplace

www.engageSRT.com

Brand elements to copy and paste
Into a Keynote or Powerpoint file.

FONTS TO USE:
Bold headline: League Spartan
Subhead: Futura Book or Bold
Body copy: Source Sans Pro



Color Palette



Icons

