

DO YOUR MANAGERS INSPIRE A 'PASSION FOR WORK' AND POSITIVELY IMPACT ON THE ENGAGEMENT, RETENTION AND WORK PERFORMANCE OF YOUR EMPLOYEES?

In this fast paced business environment of continued growth and constant change, successful companies are realising that now, more than ever, a clear competitive advantage lies in successfully engaging their workforce. Yet, a major stumbling block for many companies is having quality managers with the skills and capabilities to truly engage the hearts and minds of their employees.

Recent studies have confirmed that there is a strong correlation between high employee engagement and increased company performance. Improved workforce productivity, reduced recruitment costs and increased organisational stability all lead to an improved scorecard performance and a healthier bottom line.

Effective leadership is one of the most powerful drivers of employee engagement.

The Right Group's **EngagingLEADERS™** program is designed to enable managers to learn and implement practices that will enhance employee engagement. A key outcome of the program is to empower managers to engage their people to behave in ways that are aligned with and support the strategy, values and culture of the organisation.

The program focuses on how to build relationships, develop commitment and loyalty among employees and how to influence employees to perform at their best. This program is typically conducted as a series of interactive workshops to enable managers to learn the mind set of an engaging leader; the course content, however, can be customised to fit your training requirements.

Key Learning Outcomes:

- Understand the tenets of effective, engaging leaders
- Provide clarity for managers on their own leadership behaviour, influencing style and how to make changes to become more effective



- Learn how to build authentic relationships with employees and engage their hearts and minds
- Learn how to share the vision and empower employees for action
- Understand the tenets of brand leadership and how to 'walk the talk'
- Develop the skills to inspire initiative, ownership and extra effort from your employees
- Understand the change process and how to be more successful in leading change
- Learn how to be an effective role model, coach and great communicator
- Develop the skills to bring out the best in your people.

THE RIGHT GROUP

BRAND STRATEGY | RESEARCH | PEOPLE & CULTURE

EngagingLEADERS™ Course Modules

Principles of an Engaging Leader & Effective Leadership Styles

- Understand the competencies of managing and leading
- How engaging leaders impact the employment experience
- Self awareness & self management - personalised leadership style and overcoming barriers to effective leadership

Leadership and Influence

- The link between leadership and organisational culture
- The five keys to exemplary leaders
- Building authentic relationships

Effectively communicating with your people

- Understanding the communication process and barriers of effective communication
- Communicating with passion – bringing your people with you
- Group communication tool – communication huddle

Engaging employees to execute strategy

- The power of a compelling vision
- Connecting employees to the vision
- Empowerment - from strategy to employee action

Brand leadership and building a brand-driven culture

- Creating a brand-centric culture and environment
- Brand leadership – role, responsibilities and being a brand champion
- Brand assimilation - from education and inspiration to execution

Leading the change effort

- Change concepts – the process and drivers of change
- Dealing with resistance and convincing those affected by change of the need to change

Successful Role Modelling, Coaching & Mentoring

- Walking the talk – how to be an effective role model
- The benefits of coaching your people
- Recognising coaching and mentoring opportunities
- Successful coaching techniques

Action Planning – accountability and reinforcement

- Setting priority targets
- Developing effective action plans
- Feedback and measuring your successes
- Continuous improvement initiatives

Developing motivation and reinforcing commitment

- Factors that drive motivation and effort
- Managing performance and results
- Using feedback and recognition to reinforce positive behaviour
- How you can best influence employee commitment, engagement and retention

The Right Group Difference

The Right Group's **EngagingLEADERS™** training program can be tailored to all levels of management, from senior managers to line management, depending on organisational training requirements. This program can also be adapted as a 'train the trainer' initiative with the inclusion of additional facilitator manuals and presentation coaching.

We believe:

- Both senior leadership and line managers play a critical role in engaging employees and need to learn the skills and tools to ensure this leadership practice is an inherent part of the organisational fabric and culture.
- Leaders who engage their people create a sense of excitement within the organisation about their vision and easily win support for changes that are required.
- Engaging leaders inspire employees to display increased discretionary effort - in the form of extra time, effort and brainpower, and also create happy and content employees who willingly promote the organisation as a great employer.
- Actionability is the key to success. Our programs are focused on providing leaders with practical tools and techniques enabling a more effective and engaging leadership style.

The Right Group

Established in 1995, The Right Group is an international business consultancy with offices in Perth, Sydney and Singapore.

We specialise in:

- Company and Employer Branding
- Research
- People & Culture

The Right Group has an expanding client base that stretches across the UK, US, Asia, Australia and New Zealand. We work with a variety of blue chip clients in a diverse range of industries.

All our clients are extremely important to us and include Bunnings Warehouse, Hanson, Officeworks, Victa, Wesfarmers, WorleyParsons, BHP Billiton, Australian Unity and RAC Queensland. We pride ourselves on being a trusted partner to their businesses and helping them achieve and maintain their dominance in their respective industries.

Contact Details

Sydney

Suite 205, 283 Alfred Street,
North Sydney NSW 2060
p: (612) 9923 2800 f: (612) 9923 2855

Perth

Ground Floor, 14 Ventnor Ave,
West Perth WA 6005
p: (618) 9486 9400 f: (618) 9486 9522

Singapore

Level 31, 6 Battery Rd,
Singapore 049909
p: (65) 6438 5811 f: (65) 6322 0808