

Catalyst Engage - 3 E'S of Leadership – Engage, Enable, Empower

Learn how to optimize potential, talent and performance through engaging, enabling and empowering others to succeed

OVERVIEW

Why you need this

There are many research studies linking higher levels of staff engagement to improved results:

According to The Corporate Leadership Council engaged organisations grew profits as much as 3 x faster than their competitors. Highly engaged organisations have the potential to reduce staff turnover by 87 % and improve performance by 20 %.

A Watson Wyatt - a company with highly engaged employees achieves a financial performance 4 x greater than companies with poor engagement. The highly engaged are more than 2 x as likely to be top performers. The highly engaged missed 43 % fewer days of work due to illness.

And yet, the average engagement levels in organisations are still pretty low (13% disengaged, 76% on the fence, 11% highly engaged). Daniel Pink summarizes the 3 things that really motivate people once you pay people enough to take money off the table. They are autonomy (empowered to direct the way they work), mastery (enabled to build and hone skills) and purpose (being part of something greater than themselves that has meaning). In the new world of work, the leaders role is shifting from being in control and making all the decisions to being an enabler of talent, and unleashing energy, ideas and potential to create extraordinary results. This requires a whole new mind-set and skills-set.

TARGET AUDIENCE

Who needs to attend

This workshop is relevant to all levels of leadership. The workshop examples are adjusted to different levels of leaders and we suggest that participants of a similar level attend together.



OUTCOMES

What you will get

The workshop is designed for delegates how to optimize potential, talent and performance through engaging, enabling and empowering others to succeed

- **Great place to work** - Understand the leader's role in creating a GREAT place to work and managing talent
- **Engagement** - Understand the factors impacting engagement and how to be more effective in connecting, motivating and engaging with people
- **Enablement** - Understand how to assess competence gaps and build capability for improved performance and confidence through coaching
- **Empowerment** - Understand the factors impacting empowerment and how to be more effective in delegating, encouraging initiative and ensuring accountability.
- **Leading high performance teams** - How to assess, develop and facilitate teams toward high performance
- **Crucial Conversations** - How to prepare for and hold crucial conversations to address challenging situations and people

We are CATALYSTS in creating high performance, high engagement organisations through developing leaders, building capacity and leveraging talent





OUTLINE

What you will learn

| Module 01 & 02 Leaders Role & Engagement | Module 03 Enablement | Module 04 Empowerment | Module 05 & 06 Leading Teams & Crucial Conversations |
|---|---|---|---|
| <p>Leader's role</p> <ul style="list-style-type: none"> • Strategic context • Workplace trends • Great place to work assessment • The leader's role <p>Engagement</p> <ul style="list-style-type: none"> • Engagement – the facts • What really motivates people? • How well do you know your team? • 5 conversations of leadership • The power of full engagement • Connecting conversation • What employees want | <p>Enablement</p> <ul style="list-style-type: none"> • Real growth - Turning insight into action • Competency management • Creating opportunities for identifying talent • Coaching framework • Coaching skills • Feedback skills • Coaching conversation • Real play – practice session | <p>Empowerment</p> <ul style="list-style-type: none"> • Empowerment framework • Empowering style – assessment • Mind-set shift from victim to victor • Key empowerment competencies - delegation and letting go, encouraging imitative, ensuring accountability • Managing all types - Heroes and Bandits • Factors impacting empowerment • Structure and role challenges • Leader's role in resolving decompression | <p>Leading high performance teams</p> <ul style="list-style-type: none"> • High performance team framework • Team Activity • High performance teams assessment • Facilitating a team alignment session • Team alignment tools • Team leader role and competencies <p>Crucial Conversations</p> <ul style="list-style-type: none"> • Crucial conversations framework • Crucial conversations guide & tips • Real plays to develop insight and awareness • Group discussion – application, tips and resources |

APPROACH

How you will learn

Our workshops are customised to suit the specific needs of our clients. Our workshops are practical, relevant and highly interactive. We focus on sustainable change in mindset, skills and behaviours. There is a good blend of information sharing with personal reflection, assessments, practice sessions, case studies and identification of application opportunities back at work. Group learning and discussions are encouraged with feedback and coaching from the facilitators. Workbooks are provided with tools and activities for on-going learning.

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