

Workshop & Trainer Profile

Driving up employee engagement

This workshop aims to help leaders implement the necessary plans to create and sustain an engaging culture, allowing them to attract and retain the best people while boosting their productivity and creativity.

In today's highly competitive business environment, companies and leaders need a roadmap to help them boost employee engagement levels. Despite high investment in employee engagement, engagement scores have never been lower. This is explained by the fact that many employers are going the wrong way. Outdated work practices are maintained while spending heavily on special perks with the hope it will make the employees happy.

Objectives

- Recognize engagement as HR metric impacting on overall business
- Align with the business and its goals
- Understand what engaged work and leadership look like
- Identify how people become disengaged
- Action steps to promote and advocate for workplace engagement
- Drive engagement up

Topics / Modules

- I. Employee engagement
 - a. Understanding employee engagement
 - b. The evolution of engagement
- II. The metrics in engagement
 - a. Measuring engagement
 - b. The Net Promoter Score (NPS)
- III. Analyzing the results
 - a. Interpreting the score
 - b. Performing root-cause analysis
- IV. Increasing engagement
 - a. Identifying levers to increase engagement
 - b. Understanding the role of managers in driving engagement
 - c. Implementing practical steps to boost engagement
 - d. Engaging different generations of employees in the workplace

Duration: 6 hours

Venue: In-house or off-site

Your Trainers

Ashish KHATRY

A results-driven senior manager with 12+ years of experience in creating and implementing programs to improve business operations. He is adept at building recruiting, selection and retention business strategies, perform organizational diagnostics and provide recommendations for improvement. He is also highly skilled in preparing for restructuring, downsizing, change management, morale and retention.

In his current role at Adecco, Ashish also intervenes as a course designer, facilitator for Management and Leadership workshops, as well as consultant to find solutions to real life business problems at clients' end.

Ashish has served in start-ups as well as multinationals in leadership roles (Valldata, TNT, Accenture, Starwood, Marriott, and now Adecco). He holds a BSc (Hons) in Internet Systems and is reading for an MBA in Innovation & Leadership. Also, he is a **certified Black Belt in Lean Six Sigma**, and MQA approved trainer in Management.

Jennifer Webb de Comarmond

Jennifer has more than 12 years' experience in the HR field and is known for her public appearances and speeches about "Future of Work" and "Millennials in the Workplace". Her training expertise range from topics such as Leadership, PMS, TNA and HR consulting amongst others.

Jennifer was recently a TEDxALC speaker where her knowledge about integrating millennials in the workplace has proven to be a unique asset on the local market. She is also an active member of Business Mauritius on the social capital commission.

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