

People leadership for creating an engaged & energized workplace: Top & Senior Executives

Context:

Today's challenging business landscape is increasingly pushing the leaders to create multifaceted leadership pipeline that can address multi prong challenges. Sustaining engagement of the team, helping them transform into leaders and coach them to drive transformation will be the key to the success of leaders and organizations in business and people management.

World class leaders leverage the understanding of their own and their team strengths for achieving business results. They can create/communicate a vision around which their organization can rally to stay engaged and perform. The leaders help and coach their teams to maximize the performance of their organization through maximizing values, challenging experience, mentoring and making sense of experience.

Programme Objective:

This program is aimed at helping senior leaders create an engaged and productive workplace and maintain the positive momentum amidst their immediate team members and the larger organization to ensure superior business performance for future.

Programme Overview:

Pre-workshop: Clifton Strengths Finder assessment and strengths coaching call for the participant focused on understanding individual talents and strengths and manifestations; self study of own employee engagement scorecard (if available) with a view to identify key areas of concern and strengths and reasons thereof.

Key questions to be answered by the workshop:

- ✓ What is employee engagement (engagement) and how it impacts team performance and business results?
- ✓ How to understand self and team to maximize on the performance, alignment and engagement of the team?
- ✓ How senior leaders can align their organization and create positive energy through:
 - Creation/communication of central vision
 - Maximizing values
 - Challenging experience to innovate
 - Mentoring and coaching
 - Making sense of experience to ensure robust development of team in order to significantly impact business
- ✓ How senior leaders can align themselves with the objectives of top management?
- ✓ How senior leaders can better communicate with the middle managers to exploit current and future opportunities?
- ✓ How an effective dialogue around employee performance helps a senior leader better align his/her team for better business delivery and improve engagement of his/her team?



Who Should Attend

Senior leaders who seek to institute & cascade a transformational cultural change for high performance and engagement

Faculty:

Gallup Consultants

Duration:

3- Days Programme

