

Engaging employees for driving team performance: Emerging Leaders

Business Context

A company achieves success if every team excels. A team excels when all the team members are positive and enthusiastic about their jobs. To create a positive and enthusiastic team, a frontline manager should actively engage his/her team members and then maintain the high levels of engagement.

To drive productivity and align the team with company's vision, frontline managers can leverage employee engagement tools and techniques to achieve business success through an engaged workforce.

Programme Objective

This program is aimed at helping frontline people managers create and sustain highly engaged work teams for enhancing their team performance through execution excellence.

Programme Overview

- **Pre-workshop:** Mandatory reading of material provided by Gallup University; 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:**
 - Why should managers engage their teams?
 - How can a manager use the Gallup framework to create, sustain and improve engagement of his/her team?
 - How can managers leverage elements of the employee engagement framework to achieve business results?
 - How can managers specifically leverage things like recognition, progress discussion, development etc. to impact business performance and KRA's?
 - What do the best managers in Tata Group and/ or across the globe do to sustain engagement of their teams to impact business performance?

Workshop methodology:

- Class room training session which will involve case studies, role play & best practice sharing
- Two (2)-day workshop



Who Should Attend

Frontline people managers responsible for effectively leading & engaging frontline team members for execution excellence.

Faculty:

Gallup Consultants

