



ENGAGING AND EMPOWERING YOUR PEOPLE

Building a Results-Oriented Work Environment

Gallup research conducted in 2012—which examined 49,928 business or work units and included about 1.4 million employees in 192 organizations, across 49 industries, and in 34 countries—makes clear that employee engagement strongly relates to key organizational outcomes in any economic climate. Employee engagement is an important competitive differentiator for organizations

Gallup found that businesses that score in the top half of their organization in employee engagement have nearly double the odds of success (based on a composite of financial, customer, retention, safety, quality, shrinkage, and absenteeism metrics) when compared with those in the bottom half. Employee engagement affects nine performance outcomes, including productivity, profitability, turnover, safety incidents and quality.

This Learning Sprint arms teams with tools and practices to drive employee engagement and empower the work force to improve key business metrics.

Developed in partnership with:



OUTCOMES

- An understanding of what empowerment means, why it matters, and your current empowerment performance
- Recommended approaches to drive team empowerment, guided by an empowerment case study
- Practical approaches to generate higher engagement

YOU WILL

- Understand what empowerment means, why it matters, and how you currently perform when it comes to empowerment
- Learn approaches to drive team empowerment, guided by an empowerment case study
- Explore why engagement is important and how it is measured.
- Be introduced to practical approaches to generate higher engagement

ABOUT THE EXPERT



KIM CAMERON, PhD

- *William Russell Kelly Professor of Management and Organizations in the Ross School of Business at the University of Michigan*
- *Associate Dean of Executive Education in the Ross School*
- *Served on the National Research Council and was a Fulbright Distinguished Scholar*
- *His research appears in more than 120 articles and 16 books. He has been funded for his current study on virtuousness in organizations and its relationship to performance.*

SPRINT OUTLINE

DAY 1 ENGAGEMENT AND PERFORMANCE	DAY 2 ENGAGEMENT IN THE GLOBAL ECONOMY	DAY 3 INTRODUCTION TO EMPOWERMENT	DAY 4 HOW CAN LEADERS EMPOWER?	DAY 5 INTERACTIVE CAPSTONE
<ul style="list-style-type: none"> • Engagement in Your Work • Increasing Engagement Through Positive Meaning • Meaning in Your Organization 	<ul style="list-style-type: none"> • Three Strategies for Increasing Engagement • Global Study on Engagement • What Does This Mean for You? 	<ul style="list-style-type: none"> • Empowerment Define • The Case for Empowerment • Five Key Dimensions of Empowerment 	<ul style="list-style-type: none"> • Disciplines of Empowerment • How Empowered Are You? • Empowerment at Your Organization 	<ul style="list-style-type: none"> • Options include Video Response, Online Discussion, or Live Event • Cohort members and expert(s) exchange ideas about content significance, application, and possible next steps