



Signature Management Group Inc. (SMG)

Employee Engagement

Competition for loyal employees and customers has never been greater than it is today. Employees need to feel a connection to their jobs, their work, their colleagues, their teams, and the organization. It used to be that HR managers were focused solely on employee satisfaction, but today satisfaction doesn't guarantee engagement. In fact, satisfied employees can easily become complacent. Engaged employees believe in the organization, stay during good and bad times, promote the organization's products and services, and have a direct impact on the organization's overall competitive advantage and financial success

Employee engagement encourages team members with a vested interest in the organization, and motivates managers by the positive results it can bring. True employee engagement requires a comprehensive, strategic approach that creates positive, lasting results when implemented effectively. True employee engagement is about creating a working environment where your employees can thrive, grow, and perform at their best. Simply stated, employee engagement is vital to building a successful organization.

This course is designed to help managers and supervisors address employee commitment and dedication as well as ensuring that they want to work and willingly invest their "discretionary effort" in helping the business continue to be successful. This course goes beyond job satisfaction; it addresses employee commitment and dedication, as well as ensures they are challenged by their work. Participants will:

- Learn how to diagnose and measure employee engagement within the organization
- Assess your own levels of engagement and discover actions you can take to enhance it
- Learn and practice engagement essentials: tools to help align and build team commitment
- Recognize the role that respect and collaboration play in employee engagement
- Know how to enable employees to enhance engagement
- Maintain commitment and focus towards engagement
- Understand how to create an environment which allows for employees to be engaged



Attendees who complete this course gain an understanding of the concepts and skills necessary to empower the people in their organization. Employee engagement can give an organization the ability to make a real and lasting impact on all aspects of the business and/or service, ensuring better communication, committed employees and organizational success.