

Practicing Positive Leadership: Positive Leadership In Action—Engagement

Developed in Partnership with



Gallup research has been measuring employee engagement for over 50 years and the results are consistent and clear. Employee engagement strongly correlates to key organizational outcomes in any economic climate. It is a competitive differentiator for organizations and has the biggest impact on improving engagement. One of Gallup’s biggest discoveries is that the manager or team leader accounts for 70% of the variance in team engagement. Organizations can directly impact engagement within their organization by developing managers and leaders.

Gallup found that leaders that score in the top half of their org 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 course arms teams with tools and practices to drive employee engagement and improve key business metrics.

Learners will:

- Be introduced to practical approaches to generate higher engagement
- Analyze the stage of your team’s organization development and engagement
- Identify and share engagement practices to utilize within their team

Author



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Course Outline

DAY 1

Creating a Positive Culture

- Griffin Hospital Part 1: Leadership in Action
- Creating a Culture of Abundance
- Griffin Hospital Part 2: The Pat Charnel Story

DAY 2

A Culture of Engagement

- The Engagement Advantage
- Engagement Through Meaning
- Measuring Engagement
- Stages of Team Development

DAY 3

Improving Engagement

- Three Strategies for Increasing Engagement
- Assessing and Analyzing Your Organization’s Engagement

DAY 4

Breakout Group Meeting

- Positive Culture and Engagement at Your Organization

DAY 5

Interactive Capstone

- Cohort members, faculty and a moderator synthesize learnings from the week and develop insights for next steps.