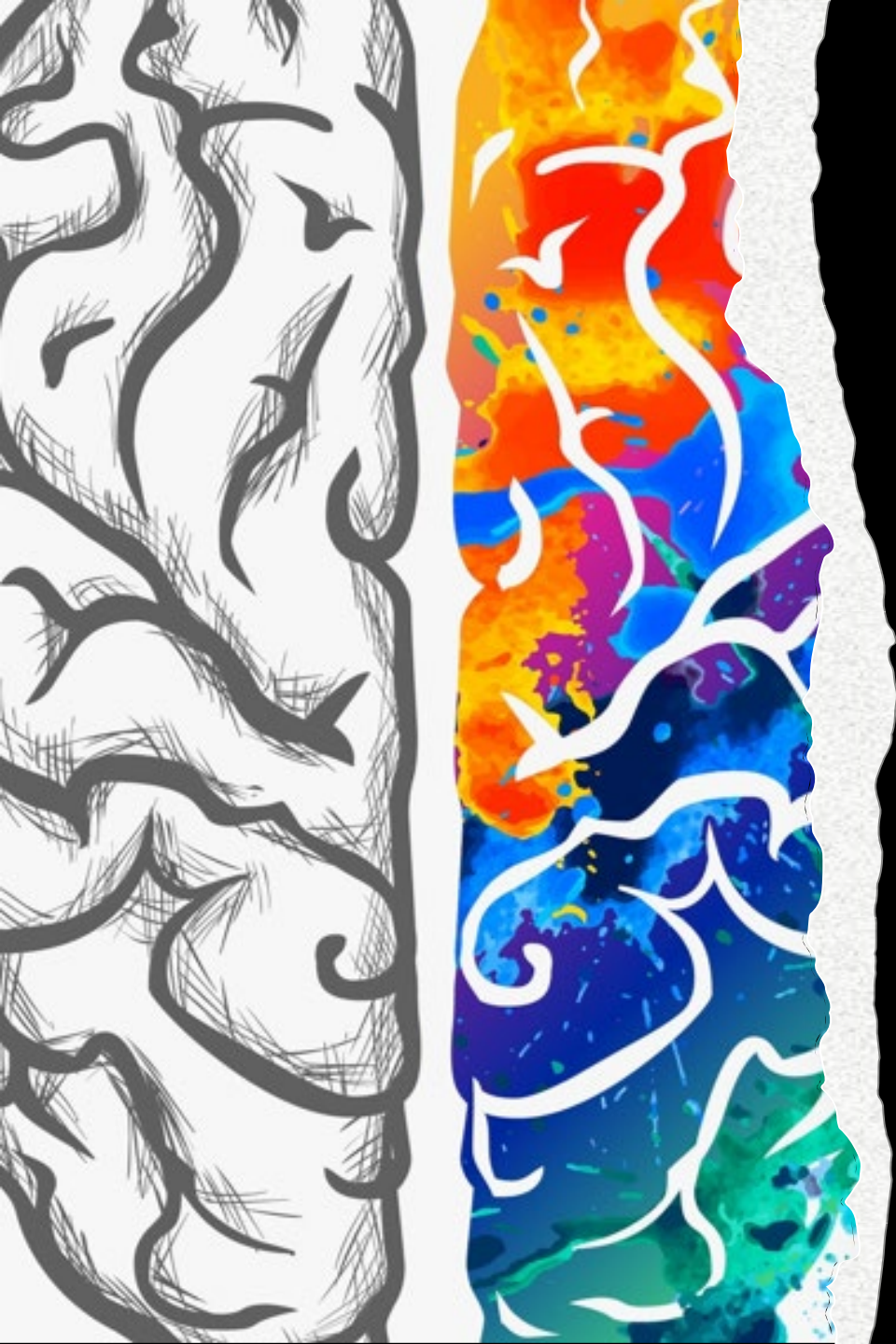




ELEVATING ENGAGEMENT: INTENTIONAL  
STRATEGIES FOR INSPIRING COMMITMENT AND  
COLLABORATION



# Learning objectives

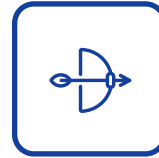
1. Understand the Impact of Intentional Leadership on Employee Engagement
2. Identify Key Strategies to Foster a Collaborative and Committed Workforce  
Attendees will be able to identify practical tools and techniques to improve communication, leverage team strengths, and create a work environment that promotes professional growth and satisfaction.
3. Develop Actionable Plans to Enhance Employee Retention and Performance.  
Attendees will leave with specific, actionable steps to implement within their teams, aimed at increasing engagement, reducing turnover, and boosting both individual and team performance in alignment with organizational goals.

# THE ROLE OF LEADERSHIP IN SHAPING ENGAGEMENT



## Engagement Starts with You

Leaders set the tone for a culture of commitment through their actions, energy, and vision.



## Aligning People with Purpose

Help your team see how their work contributes to the mission and impacts the lives of others.

As a leader, your ability to create a sense of purpose and meaning is a key driver of employee engagement. By aligning your team with the bigger picture, you can inspire them to show up with more passion and commitment.

EFFECTIVE  
COMMUNICATION  
STRATEGIES

Trust Building

Listening Deeply

Empowering Feedback



## LEVERAGING STRENGTHS FOR GREATER ENGAGEMENT

When people use their strengths, they are more productive, happier, and more engaged. As a leader, identifying and nurturing your team's unique strengths is key to driving greater **engagement** and **performance**.

# CREATING A GROWTH-ORIENTED, SUPPORTIVE ENVIRONMENT



# GROWTH MINDSET

## Cultivate a Growth Mindset

Encourage your team to view challenges and setbacks as opportunities for learning and improvement. Help them understand that their abilities are not fixed, but can be developed through effort and persistence.

FEELING SEEN, HEARD, VALUED, APPRECIATED, AND CERTAIN

## Promote Psychological Safety

Foster an environment where team members feel safe to take risks, speak up, and share ideas without fear of judgment or repercussion. This sense of safety enables innovation and engagement.



# BUILD RESILIENCY THROUGH OPTIMISM AND GRATITUDE

## Celebrate Failures and Lessons Learned

Reframe failures as valuable learning experiences.

Celebrate the progress made and the insights gained, rather than focusing on the outcome. This shows that taking calculated risks is encouraged and valued

# THE POWER OF "YET"

## Provide Continuous Learning Opportunities

Offer training, workshops, and resources that help your team develop new skills and expand their knowledge.

Encourage them to seek out learning opportunities and support their professional development.

Create a process for them to ask questions by focusing more on learning than just knowing.

# CREATING A GROWTH-ORIENTED, SUPPORTIVE ENVIRONMENT

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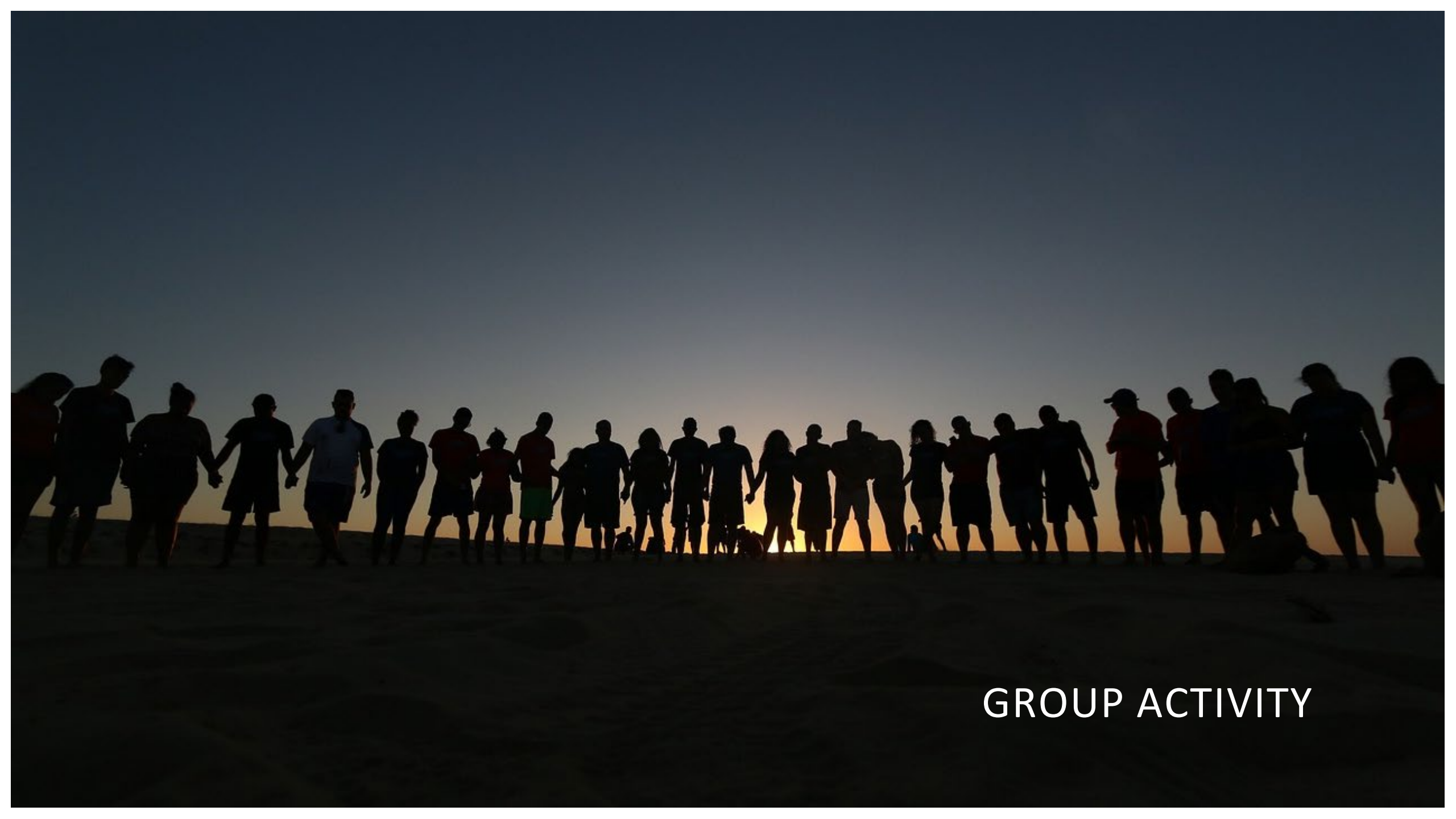
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GROUP ACTIVITY

# THREE KEY STRATEGIES TO ELEVATE ENGAGEMENT

- Purpose-Driven Leadership

Align your team's work to a meaningful mission and purpose.

Help them see the bigger picture and understand how their contributions make a real impact.

## FOCUS ON STRENGTHS

- Strength-Based Engagement

Identify and leverage the unique strengths of each team member.

Empower them to spend more time in their areas of genius, which boosts productivity, satisfaction, and engagement.

# CULTURE OF GROWTH

- Create a Growth Mindset Culture

Foster an environment where learning, risk-taking, and continuous improvement are the norm.

Encourage challenges, celebrate progress, and ensure psychological safety for your team to innovate and grow.

# INCORPORATING GALLUP'S INSIGHTS ON ENGAGEMENT

## Engagement Drives Performance

Gallup's data consistently shows that highly engaged teams outperform disengaged teams by 21% in profitability.

## Engagement Starts with Leadership

70% of the variance in employee engagement is directly tied to management, highlighting the critical role of leaders in shaping engagement.



# INCORPORATING GALLUP'S INSIGHTS ON ENGAGEMENT

## Engagement Fuels Commitment

Engaged employees are not just doing their job - they are committed to the mission and purpose of the organization.

## Engagement Boosts Productivity

Highly engaged teams are more productive, innovative, and deliver better customer experiences.

# INCORPORATING GALLUP'S INSIGHTS ON ENGAGEMENT

## Engaged Employees Feel Valued

The most engaged employees are those who feel that their leaders care about their development, value their strengths, and provide opportunities to grow.

ENGAGEMENT IS THE FUEL THAT POWERS  
COMMITMENT, CREATIVITY, AND  
COLLABORATION IN YOUR TEAMS. IT'S WHAT  
MAKES PEOPLE WANT TO SHOW UP, GIVE THEIR  
BEST, AND BE PART OF SOMETHING BIGGER  
THAN THEMSELVES.

# Questions?

