XCELERATE TRAINING INSTITUTE
your learning & development partner

HUMAN RESOURCES MANAGEMENT (HRM)

# Employee Engagement Training Course

| DURATION | LANGUAGE | FORMAT |
|---|---|---|
| 5 days | English | Classroom / Online |

## Upcoming dates

| Dates | Venue | Format | Fee |
|---|---|---|---|
| 18 – 22 ????? 2027 | Live online | Online (live) | €1?200 |
| 26 – 30 ????? 2027 | Live online | Online (live) | €1?200 |
| 23 – 27 ????? 2027 | Berlin | Classroom | €4?800 |

### Register or ask a question

Online: x8ti.com/course/employee-engagement-training-course-2/
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# Employee Engagement Training Course

## Introduction

Introduction

Employee Engagement program enables the employee to understand the organizational practices, policies, benefits, and internal and external culture. It is a program that encourages the employees to connect and communicate with other employees and management.

Employee Engagement Program is an approach to bring all the employees together, on the same page and motivate to contribute their best for self and Organizational growth. This enhances their commitment towards the goals and values.

It is a two-way process that includes trusting, focusing on goals, empowering, giving and receiving constructive feedback regularly. Everyone is given a chance to voice opinion, ideas and shared journey. Also, activities that keep the employees motivated and engaged to come to work every day to a friendly and fun experience to take home.

Organizations must appoint professionals who dedicatedly work towards, initiating, driving, and successfully keeping the employee engaged and motivated. These can be Employee Engagement Specialist who are qualified HR Professionals or anyone who loves to work closely with people. This Xcelerate training institute course will empower you to successfully reduce employee turnover by boosting morale.

Learning Objectives

- Define Employee Engagement
- Importance and Advantages of Employee Engagement activities at the workplace
- Understand different aspects of Employee Engagement
- Aligning employee vision and values through different initiatives
- Motivating and Encouraging the employees for giving their best
- Enhancing employee ability to perform through constructive and regular feedback
- Arranging different types of activities to keep the staff active and enthusiastic
- Successfully reduce employee turnover by boosting morale
- Creating a sense of pride and loyalty amongst the staff
- Encourage employees to go the extra mile by making them feel valued and providing ample opportunities for growth
- Reduce Conflict by enhancing cohesion that allows exceptional interpersonal skills
- Bring out the innovative ideas from the employees for better productivity
- Rewarding the employees for the commitment and exuberance

Training Methodology

Xcelerate training institute has designed this training program on the Employee Engagement Training

Course for individuals across levels in any organization.

This course is designed to be very interactive session as participants from all cultures participate in this training program and share their own office experiences and challenges.

Bespoke modules can be arranged for organization specific learning requirements. This program comprises of group discussions, case studies, and role-plays.

Benefits for Your Organization

- Learn to increase the sense of safety amongst the employee that enhances focus on the task at hand
- Assess and assist in generating better employee health and sanity
- Provide challenging and conducive environment for employee growth
- Organizations would have greater employee satisfaction
- Would have healthy personal and professional relationships, facilitating organizational success and growth
- Would have less absenteeism and reduced employee turnover thereby reducing costs
- Enhanced loyalty as employees feel secure and foresee growth
- Better customer experience through proactive and responsive behavior displayed by employees leading to improved CSAT (customer satisfaction) score
- Exhibit superior quality of work that enhances market penetration and growth prospect with fewer or no complaints
- The organizational culture that leads to happiness amongst employees thereby increasing productivity
- Collaboration with employees leading to efficient sales and services, enhancing revenues
- Enable an environment that encourages innovation & creativity and rewards the success
- Instill a sense of accountability and resilience when setbacks are faced

Benefits for You

- Learn the principles and techniques of effective Employee Engagement to increase the productivity
- Exhibit leadership skills to generate greater commitment amongst the teams
- Learn to identify the root cause of the performance gap and effectively bridge the same
- Build ability to assess the causes of job stress and proactively eliminate them to reduce fatigue and breakdown
- Establish effective and two-way communication between the employees and management
- Learn to evaluate organization and employees' health and strength to recover from any push back
- Establish a highly productive and motivated team through appreciation and recognition
- Assume and play the role of counselor, coach, and mentor when employees need guidance
- Resolve critical problems by seeking solutions from employees and encouraging ownership
- Drive activities that are beyond work responsibilities and help employees' overall development

Target Audience

Anyone who loves to collaborate with people and enhance employee experience, HR Leaders and Managers, Line Managers, HR experts, OD Consultants, Independent consultants

Course Outline

Employee Engagement

- What is Employee Engagement?
- Importance of Employee Engagement
- Principles of Employee Engagement

Key Drivers of Employee Engagement

- Strategy; Vision, Mission, and values of an organization, aligning the same to individual values
- Engaging Leaders – to embrace the responsibility of employee growth
- Build a platform where employees can voice their needs fearlessly- example Amazon allows employees to disagree yet take charge of responsibility
- Integrity – “Doing the right thing when no one is watching”

Elements of Employee Engagement

- Boosting the morale of employees to take a step ahead
- Creating Positive Cooperate Culture
- Encouraging employees for Personal and professional growth
- Aligning vision and values of the organization and the employees
- Encouraging employees to participate in social activities
- Rewarding the employee time and for hard work and commitment
- Effectively communicating with the employees
- Initiating CSR activities helping employees create value outside the organization

Leadership Strategies

- Establishing the environment for employees to engage and participate
- Communicating organizations vision with the employee and getting buy-in for action
- Creating transparency about employee contribution and organizations performance
- Gratitude towards an employee by rewards, recognition, promotion, and appreciation, etc.
- Showing trust towards employees – Succession planning, building leadership pipeline
- Providing the staff with good tools and updated systems
- Equipping employees with decision-making abilities, boosting accountability and trust

Employee Engagement Initiatives

- Arranging for different in house activities (Marathon, sports activities, Tournaments, etc.)
- Team lunches and dinner (Brown bag lunch, celebrating birthdays etc.)
- Arranging special day at work (bringing family or kids to show workplace, etc.)
- Celebrating traditional days or festivals
- Rewards and recognition
- Team building activities
- Training for personal and professional growth
- Charity events – Other CSR activities (Corporate Social Responsibilities)

Supportive and Transparent Workspace

- Effectively managing employee performance
- Giving and receiving constructive feedback regularly
- Generating a win-win situation by effectively dealing with conflicts
- Increasing accountability and ownership in employees
- Effectively communicating need for behavior change in employees
- Enabling two-way communication
- Inculcating advocacy in employees

Communicating and Motivating employees

- Weekly open house – for brainstorming, feedback, improvisation throughout
- Sharing experiences (Personal and professional)
- Keeping the team in the loop about any changes or needs of the business
- Empathize with employees
- Showing concern and joy when required
- Encourage employees to share their ideas
- Guide employees to grow up the ladder – On the job, IJP's or other interventions
- Give positive feedback and help bridge the gaps
- Build a sense of belonging
- Promote and build camaraderie within employees

Skill Enhancement Program

- Generic workshops to build knowledge
- Technical training
- Communications training
- Soft skills training (Negotiation, Conflict Resolution, Interpersonal Skills, Time Management and Productivity etc.)

FAQ's

- Group discussion, learn what the best in class organizations do differently, ask questions to industry experts with decades of experience

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# Registration Form

## Employee Engagement Training Course

Preferred dates: ..... Venue or online: .....

Duration: 5 days Language: .....

Please complete and email this form to us, or register online. We confirm your place and send the invoice within one working day.

### Delegate information

Full name (Mr / Ms / Dr / Eng): .....

Position: ..... Telephone / mobile: .....

Official email: ..... Personal email: .....

### Company information

Company name: .....

Address: .....

City / country: ..... VAT / tax number: .....

### Person responsible for training & development

Full name (Mr / Ms / Dr / Eng): .....

Position: ..... Telephone / mobile: .....

Email: .....

### Payment

☐ Please invoice me ☐ Please invoice my company

Signature: ..... Date: .....

**Call**
+491631686678

**Email this form**
info@x8ti.com

**Register online**
Open the course page