



**A Participative and Interactive Practical Workshop
Sample 2 Day Programme
Day 1**

- 9.00-9.30 Welcome, introductions, expectations & objectives, ways of working
- 9.30-10.30 Exploring the Concept of Employee Engagement
- What is it? Reviewing a practical best practice model
 - How it adds value to the business; its strategic role in Talent Management
 - Recent research findings & its implications
- 10.30-11.00 Conversation in groups around the key building blocks to achieve a tangible EE strategy
- 11.00-11.15 **Refreshments**
- 11.00-11.30 Review of our current business challenges – agreeing the top 3-4
- 11.30-12.30 Trio & quad problem-solving conversations, plenary, feedback
- 12.30-13.00 Lessons learned
- 13.00-14.00 **Lunch**
- 14.00-15.00 A review of the criticality of line management in EE
- Pairwork - a thumbnail exercise
- 15.00-16.00 The 4 roles of leadership and their associated skills
- Looking at **Appreciative Inquiry**
 - From telling to requesting; controller to coach
 - The value addition of an inquiry approach to engagement
- 16.00-16.30 Scaffolding - Introduction to the GROW model of coaching
- 16.30 -17.00 Confirming definitions – a trio exercise

Day 2

- 9.00-9.30 Group review and reflection on Day 1
- 9.30-10.30 A pairwork exercise in personal effectiveness
- 10.30-11.00 A case in point – how would you approach this?
- 11.00-11.15 **Refreshments**
- 11.15-11.45 Identification, sympathy, identification
- 11.45-13.00 Coaching Trios and debrief in plenary
- 13.00-14.00 **Lunch**
- 14.00-14.30 The language of coaching
- 14.30-16.00 Trio practice using live workplace scenarios and issues
- 16.00-17.00 How I will change my practice; the impact on EE levels **Close**