

People Leadership

Enhancing Emotional Engagement

Premise

There is an increasing need for the Leadership in organizations to go beyond mere 'Employee Engagement' and facilitate a transition towards 'Emotional Engagement'. In the coming days it will be the critical factor between setting organisational goals and achieving them.

Organizations might have happy employees and score high on employee satisfaction surveys but not necessarily have high levels of productivity. This is simply because there is no 'emotional commitment' towards the organization and its goals.

To enhance the level of commitment of the employee, today's leadership should develop a style of leadership which addresses the emotional needs of individuals working for them and help create a climate which enables the same.

When you have 'Emotionally Engaged' Employees, they start to use their discretionary effort - they go the extra-mile, without being asked to do so. 'Emotionally Engaged' employees lead to better business outcomes.

It is therefore the responsibility of today's leader to focus highly on engaging employees in a way that touches them emotionally and increases their commitment to go beyond the obvious and the ordinary.

Session Plan - (2 -3 hrs.)

- Introduction and ice-breaker
- What we mean by 'Emotional Engagement'?
- The Leadership Role in enhancing emotional engagement with employees
 - The courage for 'inclusiveness'
 - Leading by Inquiry - challenging the status-quo
 - The vigorous pursuit of decisions
 - Value of different perspectives - Creating a climate where every one counts
 - Using conflict as a source of higher inspiration
 - Creating Buy-in - the emotional connect
- Q & A - Investing in the future

OUR FACILITATORS

Your Facilitators come with over 25 years of experience and having trained over 150,000 executives across levels and across industry segments.

Known for their highly interactive, profound yet simple methods, they have been helping people and businesses achieve their goals consistently.

Their penchant for value add with continuous and ongoing support by being available 24X7 for addressing client queries is what has made them develop effective and productive client relationships in their business.
