



Afrissance

EMPLOYEE ENGAGEMENT MASTERCLASS

COURSE OVERVIEW

This programme equips managers on how to engage, motivate and retain their employees by eliminating the three main causes of job misery.

- **Anonymity:** When an individual feels unknown or invisible at work
- **Irrelevance:** When an individual feels their work has no real impact on the lives of others and their absence from work does not make any difference in the organisation
- **Immeasurement:** The inability of an employee to assess his or her own level of contribution and success.

PURPOSE - LEARNING OBJECTIVES

- Describe the impact of their role behavior on how they perform their jobs as managers
- Describe the three underlying factors that make a job miserable, as presented in The 3 Signs of a Miserable Job Model
- Become proficient at motivating your team
- Inspire results
- Conduct influential coaching conversations
- Be an empathetic, take-charge, in-tune leader
- Gain clarity in your communication
- Identify strategies for overcoming the Three Signs
- Develop action plans for improving as managers by eliminating potential misery from their employees' jobs

WWW.AFRISSANCE.COM

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PARTICULARS - WORK AGENDA

- Learn about the Three Signs model
- Learn the impact of a manager's role biography and the role history in how they perform in their jobs.

PEOPLE - WHO SHOULD ATTEND?

- Leaders of small to mid-sized teams
- Middle and senior managers and their team members from the private, public and nonprofit sectors.

COURSE MATERIALS (INCLUDED)

- Program workbook

DURATION

- Three- Day Program

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