



## 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

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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- Days

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## **EMPLOYEE ENGAGEMENT MASTERCLASS**

This program is currently offered in a virtual instructor-led training format and In-person training. It's delivered by instructors highly experienced in virtual training using a robust platform, making it a truly interactive experience

### **AFTER THE PROGRAM**

Once you pass the Exam, you will

- Receive Your Certificate.
- Join Our Dynamic Community of Practice.

Collaborate with other professionals in weekly calls to reinforce your learning and elevate your approach.

- Have Support Available.

Afrissance is here for you as you move forward on your professional journey.

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