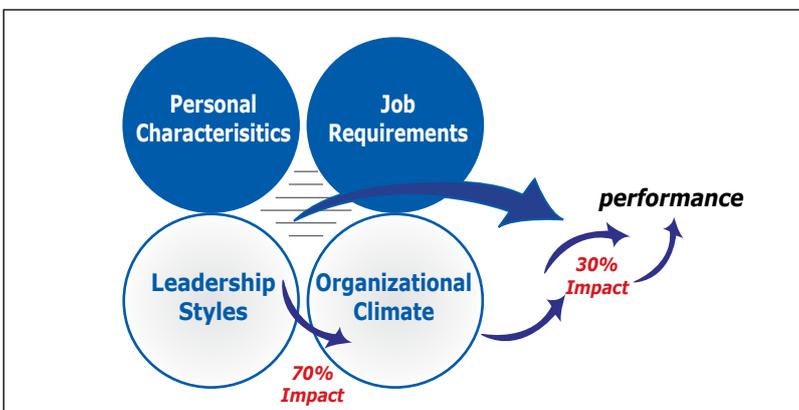


# BUILDING ENGAGING WORKPLACES FOR SUPERIOR ORGANIZATIONAL PERFORMANCE

9<sup>th</sup> May 2015

## Context

The relationship between engaged employees and organizational performance though obvious, is rarely visible to many managers. Fostering an environment of performance ethics, demand focus on the employees' aspirations and growth. This needs learning the ability to leverage employee strengths, but that's not how managers work. A research by George Litwin and Robert Stringer at Harvard Business School correlated employee performance and work climate to the tune of thirty percent. Organizational climate for the employee is predominantly impacted by the leadership style adopted by the local manager.



*Based on research by Robert Stringer and George Litwin at Harvard Business School.*

engaging workplaces, state that People join organizations but leave Managers. For intrinsic engagement to occur the employee must find his work personally meaningful and the work environment conducive to play to his strengths and talents.

## Objective of the Workshop

To help Managers to understand the value of building a Great Workplace, where employees find meaning and joy in their work. As people spend most of their productive time at the workplace, they need to discover fulfillment in their jobs. This would compel release of their discretionary efforts ensuring superior organizational results, on a sustainable basis.

This Workshop through action planning and implementation strategy formulation enables increased productivity, sales and profits. It can help their manager to improve productivity and undesirable attrition and improve results upto thirty percent by learning how to improve the climate.

Instead,  
most  
managers

spend considerable time trying to cure the weaknesses of subordinates. That's a big mistake. Observe the world's best teachers, salespeople, lawyers, stockbrokers, athletes and high performing employees. They always play to their strengths. Gallup who have done pioneering work in work climate diagnostics and building

Great  
Workplace

Strengths

Expert  
Facilitator

### Coverage and Contents

- Impact of Work Environment to Business Performance
- What Great Managers Need to Learn for Building and Sustaining Great Workplaces
- Understanding How to Leverage Employee Strengths
- Art of Linking Personal Aspirations/Visions to Organizational Vision
- Learning from Case Studies.

### Methodology

- Interactive lecture sessions on inputs to create a great place to work
- Facilitation with Indian and global case studies
- Role-play, group discussions and questionnaire
- Handouts of important articles.

### For Whom

The Workshop will be of immense value for Team Leaders and Managers responsible for business results across levels. The Workshop would enable them to make real time action plans to improve the work-climate which in turn would create higher employee engagement and superior performance. We shall learn that all Managers can become skilled at building great workplaces and achieve high employee engagement.

### Faculty

Dr. Ashis Sen, is a globally acclaimed expert facilitator certified by The Gallup Organization as a Seminar Leader and has conducted workshops & action plans on building great workplaces for hundreds of managers. He has presented papers in numerous national and international forums including Europe and the US. His articles have been published in international magazine like Reflections (Chairperson of Reflections is Dr. Peter M Senge, Senior Faculty at MIT Boston and author of the seminal book 'The Fifth Discipline'). He was a co-speaker with Dr. Peter M Senge during his visit to India in Nov 2005.

### Date: 9<sup>th</sup> May 2015

Registration 9:00 am to 9.30 am

Sessions 9:30 am to 5:30 pm

### Venue

HOTEL PARLE INTERNATIONAL  
B. N. Agarwal Commercial Complex,  
Next to Dinanath Mangeshkar Hall,  
Vile Parle (E), Opp. Railway Station,  
Mumbai 400 057

### Participation Fees

Rs. 8900/- plus 12.36% Service Tax

### Mode of Payment

Cheque/DD drawn in favour of  
"Forum for Emotional Intelligence  
Learning" should be sent to:

FEIL, 204-B, Sumit Samarth Arcade,  
Arey Road, Goregaon (West),  
Mumbai - 400062.

Fees include participation, course  
material (hard copies), working lunch  
and tea / coffee.

### Nominations & Enquiries

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