



Employees Engagement: Heart & Mind Matters

Employees have long been identified as the most valuable asset in any organization.

Employee engagement is the critical driver of business success in today's competitive marketplace. High levels of engagement promote retention of talent, improve organizational performance and stakeholder value.

An engaged team is highly relevant, fantastic performance and producing the expected result. They are motivated, self-driven, go-getter, and self-sustaining.

In times of difficulties, the engagement gave way to the resource constraint, workload overwhelming and stress of losing the job. Employees tuned into a self-preservation mode, avoidance, some may lose the sense of purpose.

Employees often need more support than usual from senior leadership, but it isn't always easy for leaders to leading in difficult times to know the best ways to meet their employees' needs.

In this workshop, we are looking into how leaders can be adaptable to meet employees' shifting needs by fostering a caring and empathetic culture. Meanwhile, leaders to be spot on in identifying the matching motivation and needs, and build TRUST with setting clear direction and installing the strong support system

Program Objectives

A disengaged employee is Emotional instable, with fear, insecurity, highly stress. They are loss the sense of Purpose and Importance. They are stuck.

This workshop first clear the Emotional disengagement, then work on the Re-engaging them with their MPV (Mission, purpose Values), lastly lock it in and future pace them with the Goal Setting and Action Plan

At the end of the Workshop, you learn to -

- Speak a better language of appreciation
- To be the psychology first aider for self-help and helping others.
You are part of the Wellbeing Support System
- Find your IKIGAI and the MPV (Mission, Purpose, Values)
- Identify your Motivation drivers
- Feed your motivation needs
- Set the SMARTER Goal and be the Goal Getter



BE
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Methodology

Best Learning happens in the moment of joy. It is fun filled with good mixture of roleplaying, quizzes, team brainstorming and group games. Training is delivered in an experiential way in an environment that facilitates accelerated learning and application. The trainer will facilitate discussion of challenges of the professional and personal life of participants.

PROGRAM VALUE PROPOSITION

This workshop is experiential based, and you learn the most by doing it yourself. To engage employee in times of difficulties, the inside-out approach is applied – handle the emotional first, then only the engagement.

A number of effective tool and methodology is brought in as Love language of Appreciation, Psychology First Aids, IKIGAI, Maslow Hierarchy of Needs, SMARTER Model, Pleasure and Pain.

The workshop integrates knowledge from various field namely neurolinguistic Programming (NLP), psychotherapy, Happitude (Happiness at Workplace) to give the best learning outcome.

Participants learn to self-help and help others in maintaining the psychology wellbeing, and they are able to be motivated from a higher level of purpose, which elevates the engagement and ultimately the performance. Participants can relate and apply the real-life scenarios to get the maximum learning outcomes.



Course Schedule

Day 1

Time	Activities
9:00 am	PROGRAM MANDATORIES <ul style="list-style-type: none">• Introduction• Program Objectives & Outlines <i>Activity: Greet & Meet & Pitch</i>
9:30 am	MODULE 1 CARE: LOVE LANGUAGE OF APPRECIATION <ul style="list-style-type: none">• The 5 Power Of Appreciation - words of affirmation, acts of service, receiving gifts, quality time, and physical touch• LOA Importance & benefit – Statistic and data• LOA Lab - Identify my language and language of others <i>Activity: Identify their own love language and language of others. Develop strategies to detect and fulfil (Observation, Conversation, Assessment)</i>
10:30 am	Tea Break
10:45 am	MODULE 2 CARE: CULTURE OF APPRECIATION <ul style="list-style-type: none">• LOA at Work – Challenges (Time constraint, cultural differences, personal bias)• Model of LOA – Video review• 5 Golden Rules - Prioritize appreciation, Set expectations, Identify Languages, Appreciation behaviour, Recognizing and rewarding appreciation efforts <i>Activity: Proposal to create a culture of appreciation in your workplace</i>
12:30 pm	Lunch
1 :30 pm	MODULE 3 EMPATHY: PSYCHOLOGY STRESS <ul style="list-style-type: none">• It is ok to be not ok – symptom of Mental Stress• Emotional Trigger• Coping Mechanism <i>Activity: Active listening games</i>
3:30 pm	Power Break
3:45 pm	MODULE 4 EMPATHY: PSYCHOLOGY FIRST AIDS <ul style="list-style-type: none">• Psychology First Aid at Work• The P3L Model – Prepare, Look, Listen, Link• Culture of Support – Self Help and Helper <i>Activity: Role Play to work</i>
5:00 pm	End Day 1

Time	Activities
9:00 am	PROGRAM MANDATORIES <ul style="list-style-type: none">• Welcome• Visual Recall <i>Activity: Present Your Visual Recall</i>
9:30 am	Module 5 MOTIVATE : I.K.I.G.A.I <ul style="list-style-type: none">• Sense of Meaning – Reason of you waking up every morning• Moment of Truth – Where is Your Ikigai?• Getting Unstuck – Create Your MPV (Mission, Passion, Values) <i>Activity: 1. Find my Ikigai -Canvas</i>
10:30 am	Tea Break
10:45 am	Module 6 MOTIVATE : FEED THE NEEDS <ul style="list-style-type: none">• 6 Level of Human Needs at Workplace - Intrinsic & Extrinsic• LEON Motivation Driver• Identify The Needs and Feed the Needs <i>Activity: Value games</i>
12:30 pm	Lunch
1 :30 pm	Module 7 TRUST : GOAL Setting <ul style="list-style-type: none">• One Direction - SMARTER Goal Setting• The WFO (Well Form Outcome)• Pain & Pleasure Model <i>Activity: 1. Footstep games or 2. Hunter, Lady, Lion Game</i>
3:30 pm	Power Break
3:45 pm	Module 8 Trust : GOAL Getting <ul style="list-style-type: none">• FOUR Steps Of Goal Getting Cycle – Declare – Monitor – Support – Reward• Commit and Accountabe <i>Activity: Amazing MAZE</i>
4:45 pm	<i>Award Ceremony & Closing</i>
5:00 pm	End Day 2

