



Schulich
School of Business
Executive Education Centre



Online
Virtual
Classroom

**Register for
an Upcoming
Session:**

Employee Engagement: *Practices and Strategies to Maximize Motivation*

*Advanced leadership, engagement and motivational mindsets,
skills and techniques that deliver to your bottom-line.*

Please see website for
upcoming session dates.

**Featuring the new,
secure ZOOM video-
conferencing platform.
You'll benefit from:**

- Multi-modal delivery of materials
- Engaging activities and interactive exchanges
- Breakout discussions with the instructors and your fellow participants

SEEC Moments of Insight include:

Use the processes of appreciative leadership to establish drivers for highly productive teams motivated to perform better.

Integrate appreciative dialogue into areas of everyday management most related to sustaining engagement.

Create clarity, confidence, ownership and accountability with directive, supportive and inquisitive leadership talk.

**Our Participants
Say it Best:**

"Employee Engagement and Strategic Leadership is an exceptional course. I will be able to use the appreciative mindset right away in my workplace. It was extremely challenging, engaging and will provide me with advanced skill sets."

**T. Aitken,
Deputy Fire Chief,
GTAA**

"Vibrant course content that offers real life experiences and proven success strategies. Great professional development for any industry as ideas and concepts are fully transferable."

**S. Lorrain, Manager of
Inventory and Logistics,
Royal Canadian Mint**



14 CPD

Register Today / Complete Details

<https://seec.online/13175>



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Motivate and engage your people to achieve extraordinary results.

Exceptional managers possess the leadership skills to motivate and engage staff to achieve performance levels that they might not have thought possible. This program teaches managers, directors and vice presidents how to **use leadership techniques that engage employees to contribute more, adapt quickly to everyday change and stress, and maintain highly productive working relationships.** Participants will learn to evaluate various current working relationships with staff and their own leaders, and apply new productivity-building techniques immediately in their context.

Apply these new employee engagement techniques whether you manage virtually or “in person”!

Top Take-Aways

1. Master the principles of employee engagement to **build highly productive, results-driven business teams**
2. Introduce local leadership practices that involve staff and **achieve higher levels of commitment**
3. Understand the root contributors to **high trust and high accountability** teams.
4. Understand and apply the leadership mindsets that **drive high levels of engagement**
5. Use engagement strategies to **effectively manage projects and business teams**
6. Assess your own level of engagement and **find news ways to engage others**
7. Practice appreciative leadership behaviours and **learn to engage others when solving difficult problems**

Who Should Attend

- Vice presidents, directors and divisional managers looking to build a culture of engagement
- Experienced managers looking to expand their leadership approach
- New managers and leaders seeking a framework to build their success
- Human resources trainers and organization development specialists looking for strategies to help leaders in their organization
- Senior managers from sales, IT, operations, manufacturing and finance

Instructor Profile

Mark Norman is a professional leadership consultant and trainer with extensive experience facilitating teams and relating to the psychology of human dynamics in the workplace. Mark has facilitated with thousands of people from assembly lines to boardrooms. He currently devotes his efforts to helping leaders and teams rise above the issues that impede creativity, productivity and growth. His focus is to help leaders find practical and simple ways to energize and value people.

Overview of Learning

Employee Engagement

- The key drivers of employee engagement
- The critical role of management in employee engagement

Appreciative Leadership Strategies to Actively Engage Employees and Achieve Outstanding Productivity

- Managing in the ‘real world’... “in person” or virtually
- What it takes to achieve productivity, emotional wellness and resilience

Appreciative Leadership Behaviours for Building a Productive and Resilient Team

- Appreciative intelligence in re-framing problems as potential solutions
- Appreciative inquiry as a problem-solving technique and way of communicating

Appreciative Communication and Motivation Techniques for High Performance Workplaces

- Motivation acceptances: how leadership talk affects day-to-day employee behaviour
- Communication strategies that engage staff and impact performance

Three Types of Leadership Talk, Three Different Impacts

- Directive and supportive talk to create clarity and build confidence
- Inquisitive talk: Learn, build ownership and accountability

Strategic Engagement Practices and Self-Management: Building Supportive Work Relationships

- Integrating appreciative dialogue for employee accountability and ownership
- Requesting changes in behaviours and negotiating fair conflict outcomes

Applied Learning Model

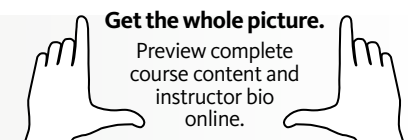
Featuring a 30-day post-program application that will help participants put their learning into practice.

Dates & Locations:
Please see website.

Registration Fee:
\$2,850 + applicable taxes

Complete registration details:
seec.online/FAQ

Technical Requirements:
seec.online/techreq



Complete Details / Register Today

<https://seec.online/13175>

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