



– “Employee Engagement” – the emergence of motivation, active participation and involvement.

Employees need engaging work NOW more than ever

Developing employee relationships through employee engagement activities
- “Let’s have a conversation” and “Unpack diversity, equity and inclusion” -

Data shows that engaged employees are happier, more productive and are two times as likely to be successful in their career and personal life.

There is no one-singular approach for employee engagement efforts in crossed – culture workplace, and organisations may not be aware of the prerequisites of successful employee engagement activities. Why? Because leaders of organisations may not be prepared for the shifts, know how to engage, be a good listener and understand how to truly hold effective conversations and developing ways of understanding with those around them. But, where do we start?

| **How Global Indep can help**

Our Better & Meaningful Conversations everyday (BMC) program will ensure your leaders and internal champions being amplified in conversational skills that are practical, engaging, motivating and memorable.

Effective listening requires a focus attention. Truly listening to understand is critical to building the trust, conveying a strong sense of interest and engagement.

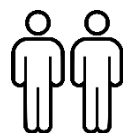
| **The 4 essential components in better conversations**



Listen



Ask



Empathise



Define goals

Keys to Employee Engagement

Effective **listening** requires a focus attention. Truly listening to understand is critical to building the trust necessary for leading multicultural teams, conveying a strong sense of interest and engagement. Active listening involves paraphrasing, reflecting feelings, meaning and summarizing.

Asking questions is an initial process of giving a space to be filled by the employee and typically you phrase in either closed-ended or open-ended questions. Asking more depth questions uncovers the essence of the message and focuses on aspects e.g., feeling, reaction, motives or actions taken.

A high degree of **empathy** means that you attain a high level of awareness, comprehend another persons' point of view and establish the interpersonal connection.

The Better & Meaningful Conversations everyday (BMC) implications will shape and reform your company's culture and hence create engagement with employees that help moving people to take action. An action plan will require you to **define the desired and specific goals**.

Our Better & Meaningful Conversations everyday (BMC) program is appropriate for anyone who wants to build leadership and communication skills, improve trust, and develop professional engagement with people around them.

Keep the following formula in mind: **Fact or Content + Emotion = Meaning of the message**.

Employee Engagement

Employee Engagement is vital for your company's sustainability and growth. It should be a continuous process of learning, improvement, measurement and action. Employee Engagement is the result of a set of actions, decisions taken and part of the organisation.

Two Employee Engagement Components

