

“If you cannot measure it – if you cannot express it in quantitative terms – then your knowledge is of a meagre and insignificant kind.” Lord Kelvin 1842.

presents

EMPLOYEE ENGAGEMENT

Engage Your Team and Increase Productivity

Measurement

Measuring training has never been easy and measuring learning even more difficult. How do you know if the training you are providing is increasing learning and adding value to your organisation?

The **Employee Engagement Training Program** is measured by Dr Stan Rodski, Chief Psychologist at the Melbourne Institute of Neuropsychological Diagnostics (MIND). Objective evidence regarding learning, training impact and business outcomes is gathered by Dr Rodski using proven psychometric techniques and measures, developed by MIND over the last 10 years.

These include:

- Pre and post measurement of the training program and learning outcomes.
- Fully benchmarked data for comparative and improvement processes. Comparative data includes high profile leadership programs from around the world including USA and UK.
- When/if required, behavioral interviews by MIND measurement psychologists to verify, clarify and expand on the data collected, from assessments with participants.

A clear and detailed report will be provided. This easily understandable report establishes the impact of the training, learning and retention which has taken place. Trend analysis, time comparisons and benchmarking are all provided within 24 hours of evaluation.



Register Now:

Title First Name Surname

Job Title Company Name

Company Address Postcode

Telephone () Email

Expressions of Interest:

Please send me more information on this program

Please send me more information about Preferred Training Networks

Payment Options

Please invoice my company Cheque enclosed

Signature

Total number of seats reserved X \$1,390 = TOTAL

Return to: Preferred Training Networks Pty Ltd Level 1/ 1051 High St Armadale, Vic, 3143, Australia **or Fax:** 61 3 9824 4944

Enquiries: 61 3 9804 6000

Australia's first referred training network...



PREFERRED TRAINING NETWORKS

Preferred Training Networks is Australia's first referred training network. All trainers within our network have been referred by Senior HR and L&D Managers of Australia's top 500 companies.

The training process in six easy steps:

1. Delivery of training program

Delivery of the Employee Engagement Training Program.

2. Addendum learning journal

A learning journal will accompany every workbook. Participants will be encouraged to make note of creative solutions to address relevant work issues.

3. One-to-one coaching

Approximately three to four weeks after the program, a business coach will contact each participant to monitor their progress and provide some specific ideas to address any issues.

4. Measuring the results – Retention, Application, Impact, Training/learning index (RAIT™)

RAIT™ is a valid and reliable learning assessment tool which produces a return on your investment, on any training program delivered. Developed by Dr Stanley Rodski, a neuropsychologist, this measurement system enables identification of training which exceeds, meets or falls short of learning expectations.

5. Smart additional learning

Individuals learn in different ways. An additional learning tool will be sent to each participant after the training program. All tools are complimentary. Tools are selected that are likely to create a behavioural change in each participant, for example, articles of interest and reference materials such as Dale Carnegie's *How to Win Friends and Influence People*.

6. Knowledge Sharing Workshop

Several weeks after the program participants are encouraged to meet again to discuss what strategies worked and what areas still need improvement. This workshop is facilitated and participants are encouraged to adopt best agreed strategies.



PREFERRED TRAINING NETWORKS

Employee Engagement™ - Program Outline

DAY ONE

MODULE 1: *What is employee engagement?*

- Define Employee Engagement
- How do employees show their engagement
- What drives employee engagement

MODULE 2: *Positive impact of engagement on your business*

- Why is engagement important to your business
- Employee Engagement and its link to business success
- Importance of strategy, culture and values

MODULE 3: *Measuring Engagement*

- Guest Presenter– Dr Stan Rodski
- Employee Engagement metrics
 - Likely impact on your organisation

MODULE 4: *Driving Employee Engagement*

- Investing in your employees
- How well do you know, respect and value your employees

DAY TWO

MODULE 5: *Acquiring and retaining skilled employees*

- Acquiring the right employees
- Link between valuing employees and organisational performance
- Recognition & rewards for meeting goals

MODULE 6: *Quality of leadership*

- The qualities of a good leader
- Setting careers for leaders
- Leadership performance evaluation

MODULE 7: *Organisational Culture*

- Setting organisational culture with a set of values that are followed
- The power of effective career development programs and improved business results
- The link between employee satisfaction and commitment to the organisation

MODULE 8: *Employee wellness*

- How to value employees' interests outside work
- Promoting 'real' balance at work which supports employee values
- The importance of work life balance on employee productivity and business success

MODULE 9: *Knowledge Sharing & Networking*

"But knowledge is found among the branches" Austin Clarke, 1921

Several weeks after the program participants are encouraged to meet again to discuss what strategies worked and what areas still need improvement. This workshop is facilitated and participants are encouraged to adopt best agreed strategies.

This will also be a good networking opportunity for the participants to interact and share their post program work experiences with others.