

LeaderTrak Lens Integration Session

Create a Culture of Employee Engagement

One Page Integration Agenda

Create a Culture of Employee Engagement

90 Minute Virtual Integration Session

Purpose

This session reinforces the employee engagement concepts from the LeaderTrak Lens course and focuses on applying the six engagement strategies to real leadership situations.

The goal is not implementing companywide engagement initiatives. Instead, the focus is on **how individual leaders influence engagement one to one through their daily leadership behaviors** .

Welcome and Session Context

0:00 to 0:10

- Welcome and connection to the video learning
 - Quick reflection on employee engagement
 - Review of the leader's role in engagement
-

Engagement in the Real World

0:10 to 0:25

- Discussion of engagement in participants' organizations
 - Review of engagement research and business impact
 - Reflection on engagement levels within participants' teams
-

The Six Leadership Strategies for Engagement

0:25 to 0:50

- Review the six engagement strategies
- Identify which strategies are used most and least
- Discuss leadership behaviors that increase or decrease engagement

Applying Engagement Strategies

0:50 to 1:20

- Participants apply strategies to real leadership situations
 - Breakout discussion on engagement challenges
 - Share solutions and leadership insights
-

Leadership Commitments

1:20 to 1:30

- Identify two engagement strategies to strengthen
- Capture leadership actions for the next 30 days
- Key takeaways and close

Facilitator Integration Outline

Create a Culture of Employee Engagement
90 Minute Integration Session

1. Welcome and Context

0:00 to 0:10

Facilitator message

“You’ve already completed the video course and workbook. Today we’ll focus on applying these ideas to real leadership situations.”

Explain:

Employee engagement is strongly influenced by the direct leader and their behaviors. Leaders play a critical role in shaping how engaged employees feel in their work and organization .

Opening Question

Ask participants

“When have you felt most engaged at work?”

Follow up

“What created that experience?”

Capture themes such as

- autonomy
 - trust
 - recognition
 - meaningful work
 - strong leadership
-

2. Engagement in the Real World

0:10 to 0:25

Discuss the impact of engagement.

Example points

- disengaged employees cost organizations billions annually
- engaged teams show higher productivity and lower absenteeism

Ask participants

“How would you describe the level of engagement on your team right now?”

Follow up

“What behaviors from leaders tend to increase engagement?”

“What behaviors decrease engagement?”

Guide discussion.

3. Review the Six Engagement Strategies

0:25 to 0:50

Review the six strategies introduced in the course:

- 1 Demonstrate Emotional Intelligence
- 2 Set Clear Expectations
- 3 Allow People to Do Meaningful and Challenging Work
- 4 Listen to Learn, Not to Respond
- 5 Be Visible
- 6 Reward and Recognize Contributions

Discussion Prompt

Ask participants

“Which of these strategies do leaders most often do well?”

Then ask

“Which ones do leaders struggle with most?”

This usually produces discussion around

- listening
 - recognition
 - visibility
 - clarity of expectations
-

4. Engagement Strategy Application

0:50 to 1:20

Ask participants to think about their teams.

Prompt

“Think about one person on your team who could be more engaged.”

Then ask

“What do you notice about their engagement?”

“What leadership behaviors could increase engagement for that person?”

Breakout Discussion

Participants discuss:

- 1 What engagement challenge are you seeing?
 - 2 Which engagement strategy applies most?
 - 3 What leadership action could increase engagement?
-

Group Debrief

Ask

“What leadership behaviors have the biggest impact on engagement?”

Common responses include

- recognition
- listening
- visibility
- meaningful work

Reinforce

Small leadership behaviors often create **large engagement impact**.

5. Leadership Commitment

1:20 to 1:30

Ask participants to write down

- 1 One engagement strategy they will apply more intentionally
 - 2 One leadership behavior they will start doing differently
 - 3 One person or team they will focus on
-

Closing Reflection

Ask

“What is one leadership behavior that increases engagement the most?”

Close with

“Employee engagement is not something that happens only through company initiatives. It happens through daily leadership behaviors.”