

Employee Engagement Workshop

A Leadership Development Workshop by Rising Tide Solutions

Build the Culture. Retain the Talent. Drive the Results.

Workshop Overview

Employee engagement is one of the most direct predictors of organizational performance — and one of the most directly influenced by front-line supervision. The Employee Engagement Workshop is an interactive, facilitator-led experience that gives supervisors the knowledge, tools, and action plan they need to build and sustain a high-engagement team.

Facilitated by a retired U.S. Marine Corps Sergeant Major with over 26 years of leadership experience, this workshop goes beyond awareness and theory. It delivers practical strategies supervisors can apply immediately — and a structured framework to sustain the results long after the session ends.

Why Employee Engagement Matters

Disengaged employees don't just underperform — they actively cost organizations in ways that show up across every operational metric. Research consistently shows that organizations with high engagement see lower turnover, higher productivity, fewer safety incidents, and stronger customer outcomes.

And here's what the data also shows: the single greatest driver of employee engagement isn't culture, compensation, or company mission. It's the direct supervisor. This workshop puts the power to change engagement outcomes exactly where it belongs — with the leaders on the front line.

What We Cover

The workshop is structured across up to eleven modules, spanning a one- or two-day format based on the client's needs. Core topics include:

Defining Engagement	Understanding the difference between engaged, not engaged, and actively disengaged — and what each level costs.
The Trust Foundation	Exploring how supervisory behavior directly builds or erodes the trust that makes engagement possible.
Communication That Connects	Mastering the 1-on-1, active listening, and feedback that develops rather than discourages.
Recognition and Appreciation	Closing the recognition gap with specific, timely, and meaningful practices that reinforce performance.

Accountability and Engagement	Reframing accountability as an engagement driver — not an engagement killer.
Recognizing Disengagement Early	Identifying warning signs before they become turnover and disruption. (2-day format)
Growth, Development, and the Stay Conversation	Keeping talent by understanding what motivates each individual and creating growth within real-world constraints. (2-day format)
Psychological Safety	Building the speak-up culture that surfaces ideas and concerns before they become problems. (2-day format)
Engagement Action Planning	Developing a specific, measurable 30/60/90-day plan each participant owns and commits to. (2-day format)

Workshop Format & Experience

Every session is designed to be engaging, practical, and immediately applicable. Participants don't sit through lectures — they work through real scenarios, practice real skills, and leave with real commitments. Each module combines:

- Expert-facilitated instruction grounded in real-world supervisory experience
- Interactive group exercises and scenario-based discussions
- Individual reflection activities connecting content to each participant's team
- Skill practice with structured feedback
- Action planning woven throughout — not bolted on at the end

The one-day format delivers a complete, standalone experience covering the foundational engagement drivers every front-line supervisor needs to master. The two-day format builds on that foundation with deeper exploration, broader skill development, and a comprehensive team-level action plan. Both formats are available in-person or virtually.

Who Should Attend

- Front-line supervisors and team leads responsible for day-to-day team performance
- Shift supervisors, crew leads, and foremen in manufacturing, construction, and utilities environments
- New or recently promoted supervisors building their leadership foundation
- Experienced supervisors who want to take their team culture to the next level
- HR and organizational development professionals supporting a supervisor development initiative

Outcomes & Organizational Impact

Participants who complete this workshop will:

- Understand what engagement is, how it's measured, and why their role is the most critical variable
- Apply trust-building, communication, and recognition practices that directly shift engagement levels
- Identify disengagement early and intervene before it becomes a retention problem
- Conduct stay interviews and development conversations that build loyalty and accelerate growth
- Leave with a 30/60/90-day engagement action plan tied to their specific team

Organizations can expect measurable improvement in team engagement scores, reduction in voluntary turnover, and stronger day-to-day performance from supervisors who lead with intention.

Delivery Options & Investment

Format	Investment	Group Size	Delivery
1 Day	\$4,500	Up to 20	In-Person or Virtual
2 Days	\$7,500	Up to 20	In-Person or Virtual

*Additional participants: \$125/person above the base group size.
Travel and expenses are billed separately for on-site delivery.*

What's Included — For Every Attendee

Certificate of Completion	A formal recognition of each participant's investment in professional leadership development — suitable for professional portfolios and performance records.
4 Free Coaching Calls	Four complimentary 30-minute one-on-one coaching sessions with an RTS leadership coach, redeemable within six months of workshop completion. Calls may be scheduled at the time of the workshop or afterward.
25% Product Discount	Every attendee receives a 25% discount on all RTS products and programs — including online courses, Lunch & Learn sessions, and curriculum packages — valid for six months post-workshop.

About Rising Tide Solutions

Rising Tide Solutions LLC (RTS) is a Service-Disabled Veteran-Owned Small Business (SDVOSB) headquartered in Coastal North Carolina and serving clients globally. Founded by a retired U.S. Marine Corps Sergeant Major with over 26 years of leadership experience, RTS provides customized leadership and organizational development solutions that work — because they were built by leaders, for leaders.

Our programs are grounded in decades of real-world experience across military, government, and private-sector organizations. We don't teach leadership from a textbook. We teach it from the front.

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Take the Next Step

Your front-line supervisors are the single greatest lever you have for improving employee engagement. Let's put that lever to work. Contact Rising Tide Solutions today to schedule your Employee Engagement Workshop.

Email support@therisingtidesolution.com	Remember; <i>"A Rising Tide lifts all boats."</i>
Website www.therisingtidesolution.com	