



EMPLOYEE ENGAGEMENT: THE NEW AND EMERGING LEADERS PROGRAM



ENVICTO COACHING
DEVELOPING LEADERS | MOTIVATING TEAMS



Introduction

Research consistently shows that most leaders spend up to ten years in a leadership role before receiving any formal leadership development. During this critical time, they often rely heavily on intuition, past experiences, or what they have observed from others. While well-intended, these approaches can unintentionally undermine employee engagement, motivation, and the overall workplace culture.

At the same time, research also confirms that leadership is the single greatest predictor of workplace culture and employee engagement. Leaders set the tone and shape how people experience their work. These experiences have profound, far-reaching consequences, influencing individual performance, team morale, psychological safety, retention, and organisational stability.

The Employee Engagement Program for New and Emerging Leaders has been purposefully designed to close this gap and provide leaders with the development they often miss in their early years. This program equips leaders with the knowledge, skills and tools to operate effectively in people leadership roles and create an environment where their employees can thrive. The course integrates research-informed education and coaching through a combination of in-person events, interactive online sessions, and the opportunity for one-on-one coaching tailored to individual needs and leadership context. This integrated approach ensures that leaders not only learn the theory but also build the confidence and capability to apply it effectively in their day-to-day roles.

A key feature of the program is the introduction to The Engagement Equation, which offers a blueprint for how to effectively motivate employees and build the conditions for a positive workplace culture. Throughout the course leaders leave with practical, actionable steps they can implement immediately to enhance motivation, morale, and performance.



Program Objectives



Enhance self-awareness and leadership effectiveness by identifying personal leadership styles, strengths and development areas.



Demonstrate proficiency in essential people leadership skills necessary to lead effectively with confidence and competence.



Understand the importance of workplace culture and acquire strategies to shape and sustain a healthy and effective work environment.



Develop and implement strategies to enhance employee motivation and engagement, fostering an environment that increases job satisfaction.



Effectively communicate with influence by engaging in active listening, providing constructive feedback and effectively managing conflicts.



Encourage ongoing personal and professional development through self-reflection and continuous learning.



STRUCTURE

Below is an overview of the proposed structure for the Employee Engagement Program for New and Emerging Leaders. While this structure reflects a format we know to be highly effective, it remains fully flexible and can be tailored to meet your needs.





Hogans Leadership
Assessment

Leadership Competencies
Self- Assessment

Program Launch

Education 1:
Encourage Autonomy

Group Session 1

Education 2:
Deepening Belonging

Group Session 2

Education 3:
Building Competence

Group Session 3

Education 4:
Effective Communication

Group Session 4

Education 5:
Bringing It All Together

Group Session 5

Wrap Up & Participant
Reflections

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Leadership Insight Series

It is highly recommended that each participant completes the Hogan Leadership Insight Series, which is a robust assessment and development tool designed to enhance leadership effectiveness and personal growth. It provides a deep evaluation of an individual's personality and behaviour, offering insights into their leadership style, strengths, and areas for development. It assesses everyday personality traits affecting job performance, identifies potential derailers that may emerge under stress, and explores core values and motivations.

Following the assessment, participants will receive detailed, individualised feedback along with ongoing coaching. This personalised approach translates assessment results into actionable strategies, enabling participants to apply these insights effectively to their leadership practice and achieve substantial, long-term improvements in their professional roles.



Self-Assessment for Leadership Competencies (*Baseline*)

To accurately gauge the impact of the Employee Engagement Program, we will implement a comprehensive self-assessment process. Participants will engage in this self-assessment both before and after the course, enabling us to effectively evaluate their growth across critical leadership areas. The initial assessment will serve as a baseline, allowing participants to reflect on their current leadership competencies and attitudes, including communication, decision-making, conflict management, and team motivation. By comparing pre- and post-course results, we will gain valuable insights into individual progress and the overall effectiveness of the program.



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Program Launch

The introductory session sets the tone for the course and is designed to establish a foundational understanding of people leadership. The opening session will provide a solid foundation in leadership by examining its historical context, various styles and the differences between leadership and management, while enabling participants to reflect on their personal values and purpose. Our leadership coaching is grounded in a research-informed framework that identifies the key elements necessary for creating an optimal working environment. This opening session will introduce participants to this critical framework and highlight the social conditions that enhance and influence employee motivation, engagement, psychological growth, well-being, and behaviour.

Importantly, the face-to-face format of the launch facilitates the building of connections, relationships, and networks among participants, setting the stage for collaborative learning and professional growth throughout the program.

Following the program launch, participants will engage in 10 sessions that alternate between education and peer group learning sessions, each lasting two hours. Sessions are typically scheduled fortnightly, providing participants with sufficient time to apply new concepts in their workplace, reflect on their experiences, and return to the group with insights, questions, and real-world examples. This pacing also helps ensure the content remains relevant, actionable, and front of mind throughout the leadership development journey. However, the tempo and number of sessions can be adjusted to meet the needs of the cohort.

Depending on location, the following sessions can be delivered online, in person, or through a hybrid model. We will work with you to determine the format that best meets the needs of the cohort and supports optimal learning and engagement.



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Education

The course includes five comprehensive educational sessions that cover essential people leadership principles, focusing on theoretical frameworks and key concepts for effective people leadership and team development. Across the five sessions, leaders are guided through the core components of The Engagement Equation, which offers a structured pathway for enhancing motivation and engagement and improving workplace culture.

Education 1 – Encouraging Autonomy

This session introduces leaders to the foundations of autonomy-supportive practice and explores the role of choice, voice and clarity in promoting high-quality motivation. Leaders learn practical strategies to reduce micromanagement, strengthen ownership and create empowered, self-directed teams.

Education 2 – Deepening Belonging

This session focuses on building a workplace culture where people feel valued, connected and psychologically safe. Leaders learn how relational habits, communication patterns and everyday behaviours shape belonging, and how to create trust, inclusion and strong team cohesion.

Education 3 – Building Competence

This session explores how to create an environment where employees feel capable, confident and supported to grow. Leaders learn how feedback, expectations, development and recognition influence competence—and how to use these tools to lift performance and engagement.

Education 4 – Effective Communication

This session develops the core communication capabilities required for high-quality people leadership. Participants learn how to communicate with clarity, deliver constructive feedback, navigate difficult conversations, and build trust through consistent, transparent dialogue.

Education 5 – Bringing It All Together

In the final session, leaders integrate their learning across the Engagement Equation framework.



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- Program Launch
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- Group Session 1
- Education 2: Deepening Belonging
- Group Session 2
- Education 3: Building Competence
- Group Session 3
- Education 4: Effective Communication
- Group Session 4
- Education 5: Bringing It All Together
- Group Session 5
- Wrap Up & Participant Reflections
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- Program Evaluation



Peer Group Learning Sessions

Complementing the education session, participants engage in five online peer group learning sessions. These sessions provide a valuable opportunity for reflection, collaboration, and the exchange of ideas among peers. These sessions promote sharing insights, challenges, and successes, fostering a supportive learning environment.



Wrap Up & Participant Reflections

The half-day in-person closing event will bring participants together to celebrate their achievements and reflect on their journey. This event will serve as a platform for participants to share their insights and key learnings, fostering a deeper connection between peers and reinforcing their personal growth. Group reflection sessions will allow participants to discuss how they have applied the program's concepts to real-world challenges, demonstrating the tangible impact of the course on their leadership development.



Self-Assessment for Leadership Competencies (*Follow-Up*) & Program Evaluation

Participants will repeat their leadership competencies self-assessment, allowing them to reflect on their growth and the impact of the program across key leadership areas. In addition, a comprehensive program evaluation will be conducted to highlight strengths and identify areas for ongoing improvement. The feedback gathered from both the self-assessment and the evaluation—along with wrap-up reflections—will be invaluable in refining and enhancing future course offerings.



1:1 Coaching

To facilitate individual growth, participants have the opportunity to purchase a coaching bundle, which gives them access to personalised one-on-one coaching sessions, arranged at a time convenient to them.



Who We Are

What Makes Us Different?

Aaron and Suzanne offer a distinct advantage you won't find elsewhere. Combined, they bring 40 years of expertise in leadership and psychology. With this unique blend of practical leadership experience and deep theoretical knowledge, they bridge the gap between academic research and real-world application, translating complex theory into actionable strategies you can implement immediately.



**Dr Aaron
Haining**

As the current Leadership and Mentoring Programs Lead at the Royal Australian College of General Practitioners, Dr Haining understands the unique needs of specialists transitioning into diverse leadership roles within the healthcare setting. With over 25 years of practical leadership experience in high-pressure settings, Aaron brings invaluable first-hand knowledge, which translates into experience-based solutions for your workplace. Having held numerous high-profile instructional roles and facilitated the development of leaders across all spectrums, Aaron is well versed in the nuances of leadership today. With a Professional Doctorate in Business Administration, he delivers strategic-level insights that empower leaders and transform workplaces.



**Dr Suzanne
Haining**

Drawing on 15+ years of academic experience and a PhD grounded in motivational theory and positive psychology, Dr. Haining's expertise in human behaviour helps leaders understand what truly motivates and engages their team and how to create a productive and fulfilling work environment. Passionate about fostering psychological growth and well-being, she designs impactful coaching interventions, drawing on her wealth of knowledge and expertise in program design, delivery, and evaluation.



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Book a free consultation to learn how Envicto Coaching can support you and your organisation.



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