

# EPIC Engagement

## Solution Tool

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**EXPECTATIONS | PROGRESS | INSPIRATION | COLLABORATION**

"There are only two ways to influence human behaviour;  
you can manipulate it or you can inspire it."

- Simon Sinek -

E P I C Engagement is an innovative solution for driving employee engagement. It should be considered as a crucial diagnostic and measurement aid for one of the most important business metrics to your organisation's performance and productivity Employee Engagement. What separates E P I C Engagement from any other engagement model? It gets to the heart of those aspects of your organisation where the issues lie. If you are clear on what your employees are not engaged with and the cause of this disengagement, then your time can be focused on removing those obstacles in a sustainable fashion.

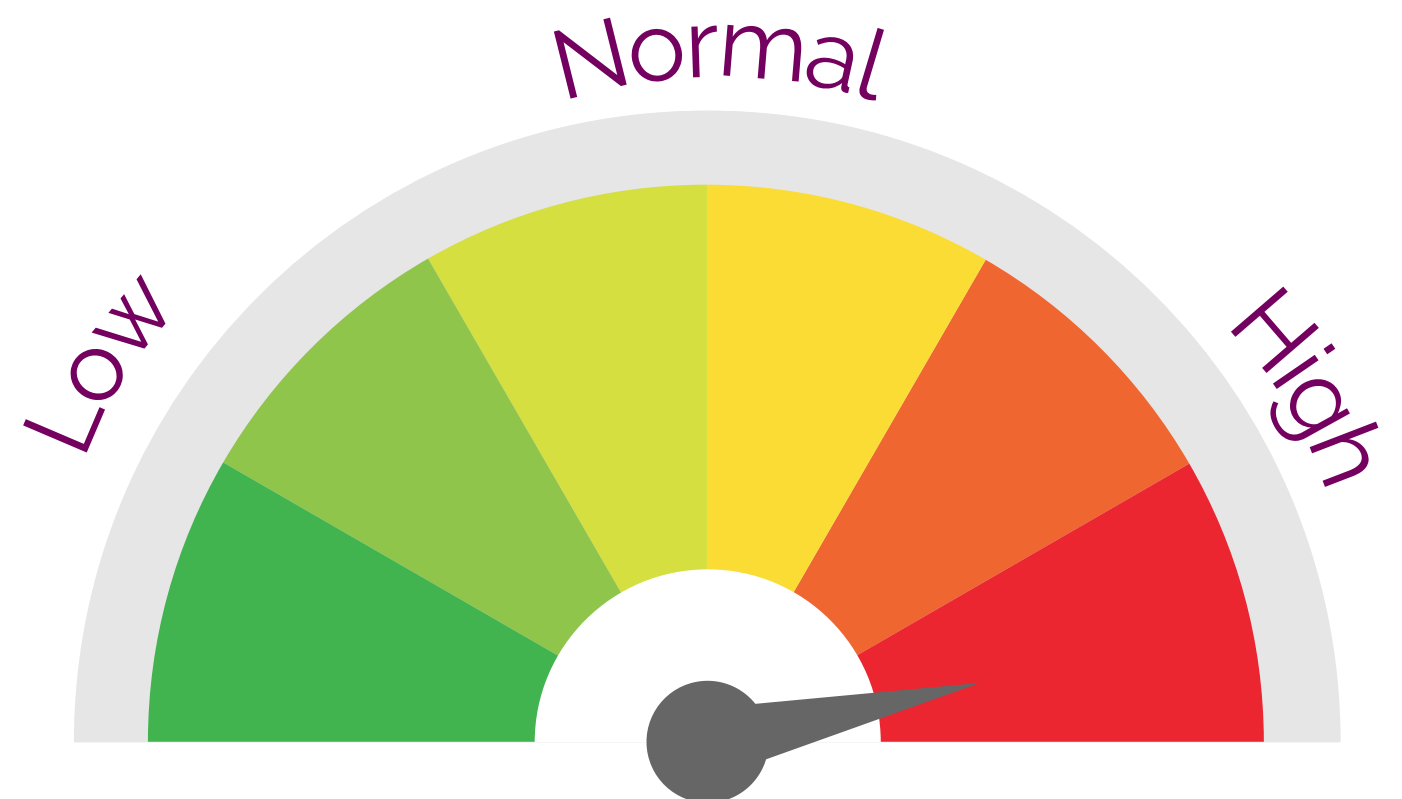


A selection of our interactive workshops to drive, motivate and inspire.

## EPIC ENGAGEMENT

The E P I C Engagement approach focuses on the biggest catalyst to employee engagement the capability and influence of their manager. Using this dynamic intervention we can measure your manager's current capabilities for delivering the kind of experience that will inspire their people to perform. It is more than just a leadership course or an employee survey we can continue to measure their ability to inspire, motivate and engage their people in the core areas of Expectation, Progress, Inspiration and Collaboration.

Working with your Management population, we will help them to interpret their diagnostic results and use this insight to continually challenge their approach, celebrate success and build upon current strengths and development opportunities. It is through this journey that E P I C Engagement provides a sustainable transformation for your whole organisation.



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### E XPECTATIONS

**The things you need to tell me so that you are sure I know and am committed to; what I am doing, why I am doing it and the way to go about it.**

- Help me to understand and be committed to the organisation's culture
- Help me to understand and do my best to achieve our organisational goals
- Tell me clearly what my role and responsibilities are
- Explain your role and responsibilities and how you like to work
- Ensure my goals are clearly defined, measurable and motivational
- Empower me and clearly define by level of authority
- Ensure I am clear on expected behaviours

### P ROGRESS

**The things you need to do to help me grow and perform in my current job while also developing me so that I can achieve my ambitions and reach my full potential**

- Hold regular feedback sessions with me about my performance and behaviour
- Train me to have sufficient competence to fulfil my role
- Support me to develop myself with opportunities to learn and grow
- Help me to productively learn lessons from situations
- Coach me to develop my capabilities and confidence
- Use the right management style with me at the right time
- Help me to define and achieve my careers goals

### I NSPIRATION

**The things you need to do to help inspire me to bring the best of myself to work**

- Help me to create a compelling and exciting vision of my future
- Provide me with the tools that I need to do my job
- Trust me by delegating tasks to me that broaden my skills, knowledge and visibility
- Encourage me to be creative in what I do and how I do it by encouraging me to be imaginative
- Foster a work environment that is positive and enjoyable
- Energise me to spark my imagination and engage my enthusiasm
- Set an example of how to "be" at work that is inspirational and aspirational

### C OLLABORATION

**The things that you need to encourage promoting inclusivity collaborative working and providing the right environment for me to engage with you and others.**

- Recognise and reward me fairly for what I achieve
- Be honest and transparent
- Get to really know and understand me as an individual
- Support me in networking and cross-functional collaborations with other teams
- Encourage me to give and receive feedback at all levels
- Demonstrate collaborative intelligence by showing we are in this together
- Welcome my challenge, questions, input and feedback.