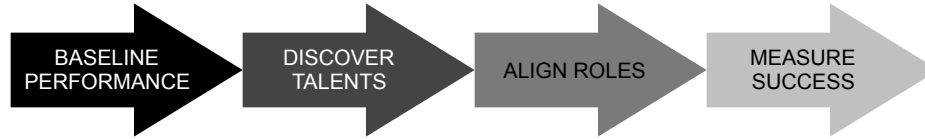




# Psychē Team Engagement

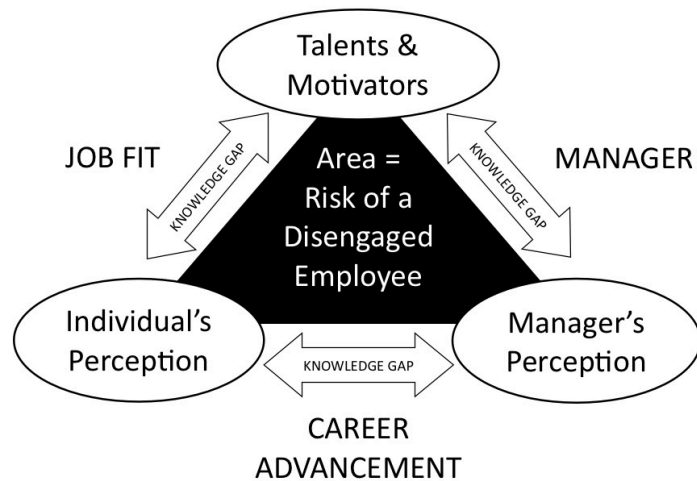
## Creating Engaged Effective Teams Through Talent Discovery & Role Alignment

Manager: 12-16 hours\*  
Employees: 8 hours\*  
\*Spans multiple sessions



### Objectives & Outcomes:

- Improve team performance
- Increase the time employees spend performing roles that fit with their innate talents & motivators
- Improve employee engagement & commitment to the organization by investing in employees
- Improve alignment of the team with the company's brand and mission
- Redefine workflow to leverage individual and team capabilities
- Improve the relationship between each employee, their peers and their manager through deeper understanding of talents & motivators



### Psychē Approach to Reduce Knowledge Gaps and Boost Engagement:

Psychē works with you and your team in your work environment on real implementation –not just theory– to help apply a new approach to getting the most out of your team. Your team of 10-20 direct reports\* will be presented an introductory session, where the benefits of orienting towards individual's innate talents and motivators will be clearly illustrated, and buy-in to the activity is established by downplaying the traditional development focus on weaknesses.

All participants (including the manager) will perform a short online assessment that identifies each of their top talents and motivators. This assessment provides unique results tailored to each individual, with recommendations on areas of strength development. A more detailed report is provided to the manager that illustrates how each individual's strengths can be leveraged, as well as how combinations of individuals may work best together. The purpose is to prepare each individual and their manager to explore their own, and their team's, talents and motivators during facilitated sessions.

***“Seventy-eight per cent of highly engaged employees in the UK public sector say they can make an impact on public services delivery or customer service, as against just 29 per cent of the disengaged” -- Towers Perrin***

***“Levels of engagement predict performance with 4x more certainty than performance predicts engagement.”***  
-- Marcus Buckingham

Psychē facilitators will guide participants through several sessions, staggered over a period of two or more months, to help internalize the new strengths-based approach, and measure progress against performance metrics\*\* established at the beginning of the activity. Individual coaching will be provided to the manager and team members.

Each employee will gain a much clearer picture of their talents and motivators, and what activities they should try and spend more time focusing on. The manager also gains a better understanding of these, which allows him/her to better coordinate the operations of the team to enable team members to spend more of their time performing at a higher level, building on existing strengths, and experiencing higher levels of engagement. The manager improves his/her leadership capability, and employees gain a greater level of mastery, both clearly showing the organizational commitment to improving its talent.

\*Team sculpting can be tailored to smaller and larger teams and to all levels of the organization.

\*\*Agreed upon at the start of the activity, can include performance metrics, engagement metrics or some combination.