# Topic: Improving Employee Engagement

# Overview:

This topic on Improving Employee Engagement is based on an implied need to help leaders comply with Personnel Bulletin 16-14. The overall goal will be to empower leaders at any level to use a data driven approach to improving employee engagement. This course will be delivered in a webinar format using WebEx or similar internet based technology. The presenter will be required to engage the audience and get the learners to interact with the content. Activities will include instructor led discussions, group brainstorming, and practical application.

# Rationale:

Ask the learners *“Why is employee engagement important?”* and record their answers. Have a discussion leading to the idea that the benefits of improved engagement is worth the effort. Try to generate motivate and excitement to learn more about increasing engagement.

# Objectives:

By the end of this session you will be able to:

1. List the supervisor’s responsibilities to improve employee engagement (Knowledge)
2. Generate ideas on how to improve employee engagement (Synthesis)
3. Determine areas of focus using FEVS data (Evaluation)
4. Prepare an Employee Engagement Action Plan (Application)

# Activities:

1. Instructor led presentation quoting from the Personnel Bulletin. Provide link to PB to learners.
2. Cover the three employee engagement indices as outlined by OPM. Ask the learners to generate ideas on how to improve each index.
3. Provide DOI 2016 FEVS Excel sheet to learners. Walk through how to sort and filter and ask the learners to point out areas that are weak and which are strong. Provide link to DOI FEVS data on the website.
4. Provide copy of the Employee Engagement Plan to the learners. Walk through filling out the form as a group.

# Evaluation:

As an end of course check on learning, revisit the learning objectives and ask the learners to:

1. List supervisor’s responsibilities to improve employee engagement.
2. To give an idea on how to improve an aspect of employee engagement.
3. Explain in their own words how they will go about determining what areas to focus on.
4. List who they will work with to create the engagement action plan, what are some things they will need to think about when completing the plan, how many action items should they create.

# Facilitator Notes:

Materials are located on the google drive at this location:

<https://drive.google.com/drive/folders/0B8gnvshtASuUWnVkTWptdVNUcW8>