How Engagement During Training Strengthens Employee Engagement on the Job
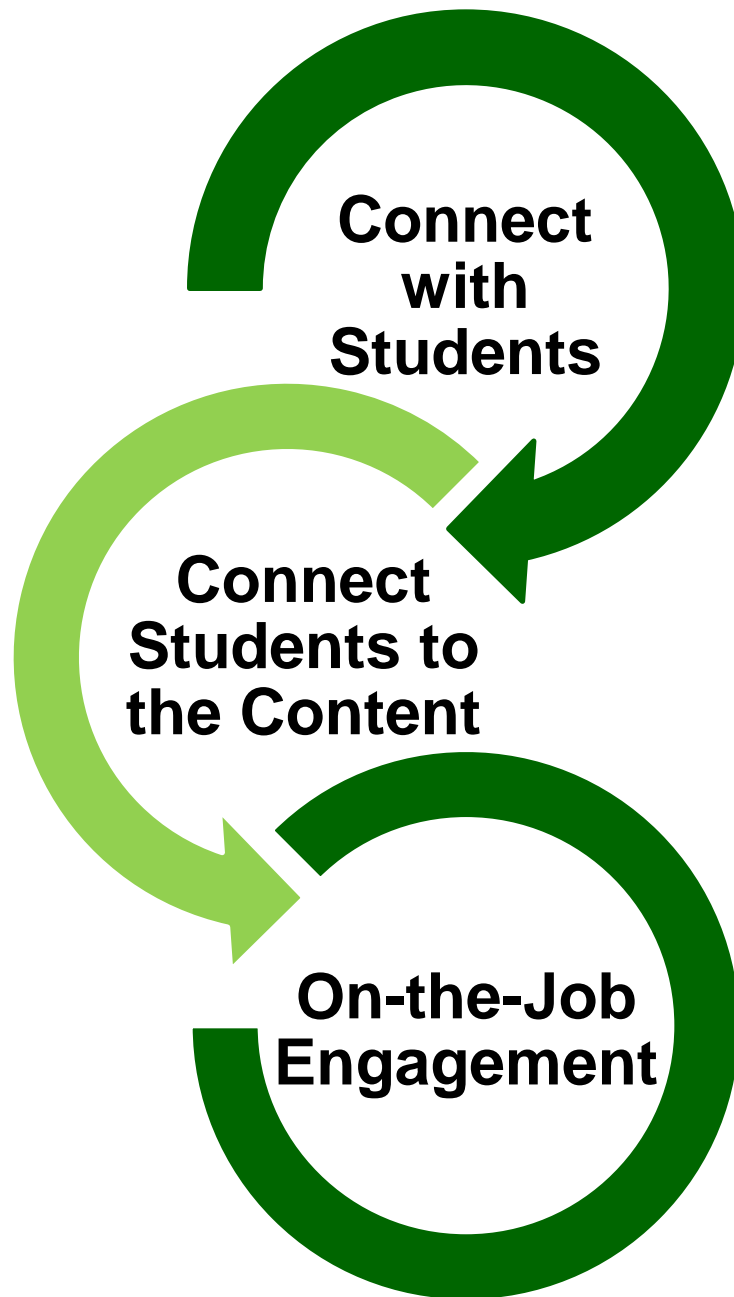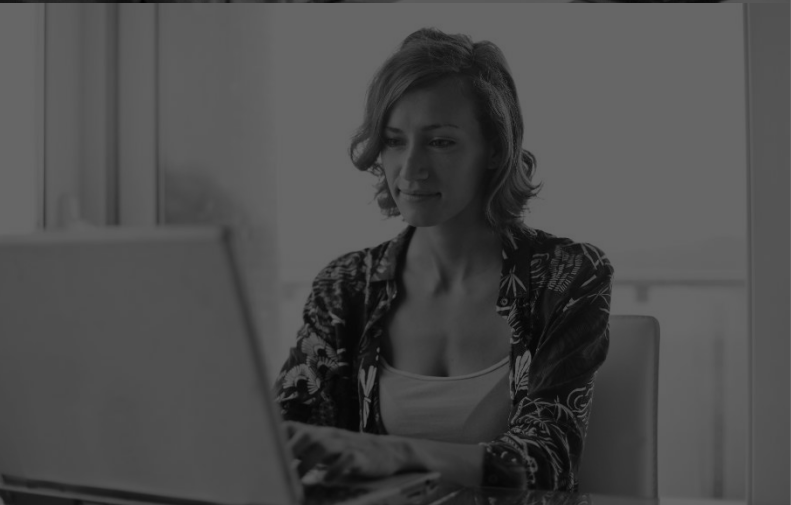
Employee Engagement
A person who trusts leadership and feels an emotional connection to the organization

2

36%

Engagement Strategy

Connect with Students

Connect Students to the Content

On-the-Job Engagement
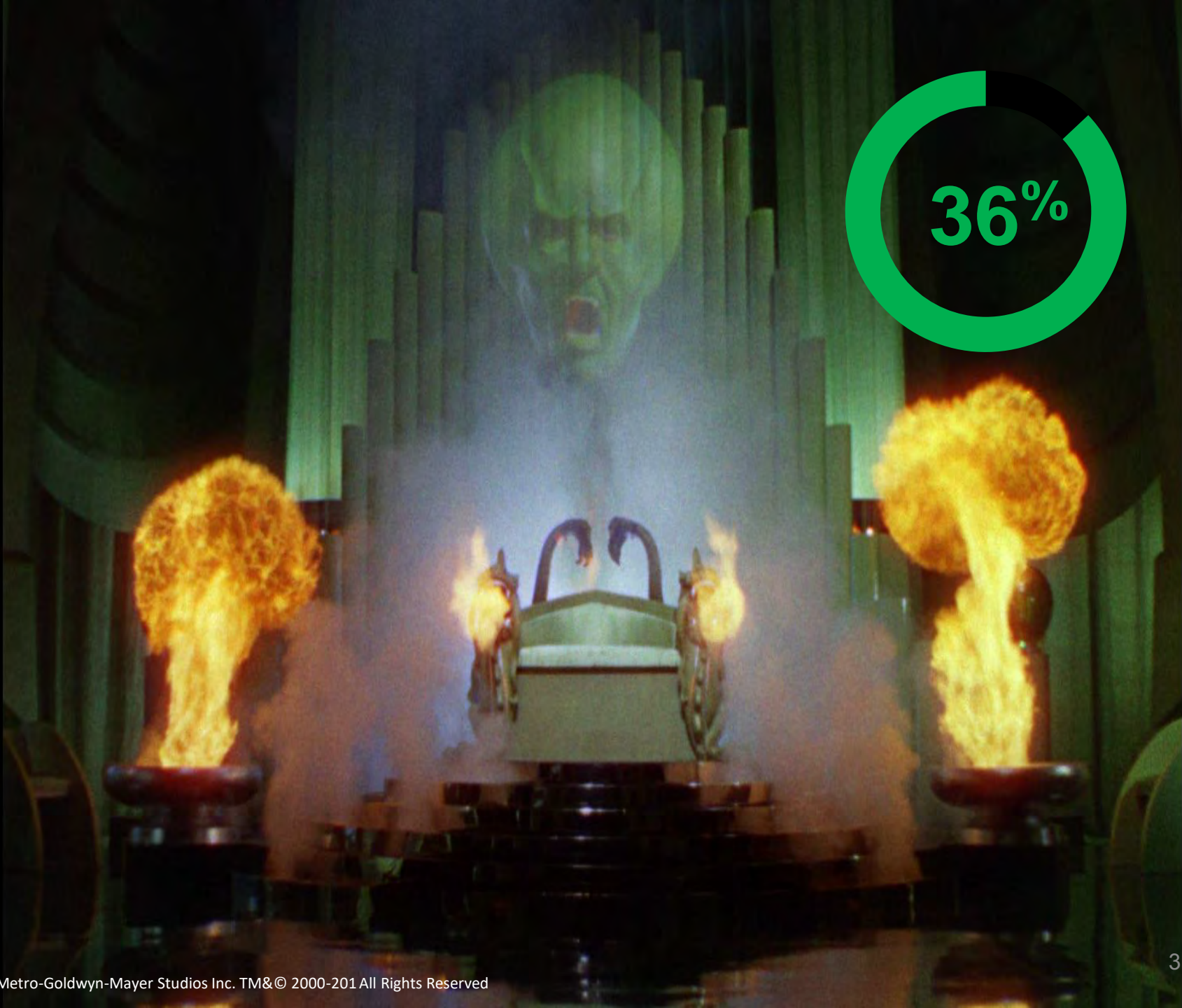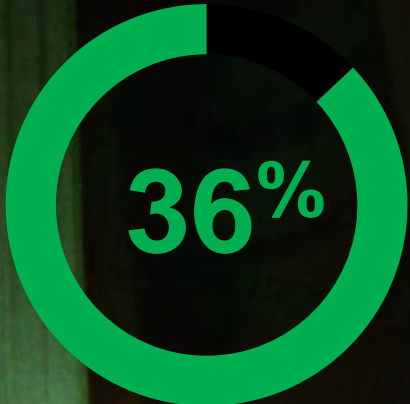
Best Practices to Connect with Students

- Share information about yourself (background, hobbies, travels, why you enjoy teaching the course) etc.

- Use index cards to collect information about students and refer to the cards when you interact with a student.

- Smile and incorporate humor to create ease, and a relaxed atmosphere.

- Step away from the podium.

- Arrive early and stay late to chat with students, and address questions.

- Learn students' names.

- Ask students questions about their experiences related to course content.

- Be available and encourage students to meet with you after the class.

Best Practices to Connect Students to the Content

- Focus on One to Three Concepts

- Provide a Variety of Engaging Training Activities

- Use the VAK Learning Styles Model to Make Your Training "Stickier"
  - **Visual:** Illustrations, graphs, videos, cartoons.
  - **Auditory:** Voiceovers and narrations.
  - **Kinesthetic:** Physical movement.

- Plan the Day Around Circadian Rhythms

- Reward Learners

- Let Trainees Tell You What They Want to Learn

- Tell Your Trainees the Benefits of Taking Your Training – WIIFM

Engaging Training Activities

Circadian Rhythm

12:00 am Midnight

2:00 am Deepest sleep

Bowel movement surpressed 10:30 pm

Melatonin secretion starts 9:00 pm

4:30 am Lowest body temperature

Highest body temperature 7:00 pm

Highest blood pressure 6:30 pm

NIGHT
DAY

6:45 am Sharpest blood pressure rise

Greatest cardiovascular efficiency 5:00 pm
and muscle strength

7:30 am Melatonin secretion stops

8:30 am Bowel movement likely

Fastest reaction time 3:30 pm

Best coordination 2:30 pm

10 am Highest alertness

12:00 pm Noon

Reward Learners

Benefits of Taking Your Training

The Impact on On-the-Job Engagement

1 Loyalty, trust in leadership, and engagement increase in a setting that emphasizes employee development.

2 Gamification and 'cool" online training tools cause employees to think of their employer as a tech leader, which increases pride and engagement.

3 Engaging training gives an employee the knowledge to do their job/move up, which inspires them to reach higher and produce more.

The Giveaway

IF NOT YOU, WHO?

Second Edition

Cracking the Code of Employee Disengagement

JILL CHRISTENSEN

BEST amazon.com SELLER

The Truth

Thank you for getting it.

YOU HAD THE POWER ALL ALONG, MY DEAR.

~ GLINDA, THE GOOD WITCH

JILL CHRISTENSEN

TOP 200 GLOBAL THOUGHT LEADER
BEST-SELLING AUTHOR
INTERNATIONAL KEYNOTE SPEAKER