FRAMEWORK FOR ACHIEVING SUCCESSFUL ENGAGEMENT CULTURES

WORKFORCE ENGAGEMENT: AUTHENTIC | PROVEN | PERFORMANCE

PMMI

OpX™
Leadership Network
Moving Operational Excellence Forward

THE CHALLENGE
There is no shortage of resources telling companies what to do to improve employee engagement, but few tell them how to do it.

THE SOLUTION
A comprehensive plan for taking employee engagement to unprecedented levels, which helps reverse the trend and cost of disengaged employees.

HOW TO USE THE WORKFORCE ENGAGEMENT FRAMEWORK

Teams should use this document to identify the elements of engagement that are lacking in their organization, followed by using the content to build a roadmap to eliminate their specific barriers to engagement. The Engagement Framework allows you to understand and sequentially address the engagement barriers in your organization.

ENABLEMENT

SKILLS	RESOURCES
FUNCTIONAL (CAPABILITIES)	Tools
Technical	Process
Management	Provisions
Leadership	Information
Financial/Business	Technical Support
Communication	Customer Requirements
INTERPERSONAL (RESPONSES)	
Perceptiveness	
Self Awareness	
Empathy	
Collaborative Thinking	
Systematic Thinking	
Adaptability	

EMPOWERMENT

DESIRE	AUTHORITY
Meaningful Work	To Take Responsibility (self)
Team Contribution	To Hold Accountability (self & others)
Recognition	To Make Decisions
Emotional Equity	To Lead
	To Make a difference
	To Give Input & Challenge the Cultural Norm
	To Take Risks
	To Take Action
	To Be Flexible

CONNECTION

FIT	COMMUNICATION
Role	Inspirational Vision
Interest	Strategic Plan
Culture	State of Business
Recruitment	Goals & Objectives
Aptitude	Performance Meetings
Team Orientation	Metrics/KPIs
Attitude	Visual Controls
Assimilation	Standard Procedures
	Standard Work

A FULLY ENGAGED WORKFORCE IS POSSIBLE.

Download the Workforce Engagement framework and find out how to connect with the OpX Leadership Network at industry events by visiting **OpXLeadershipNetwork.org.**

Find the OpX Leadership Network group on **Linked in**.

Workforce Engagement
Authentic | Proven | Performance