



## ENGAGEMENT - *STARTS WITH YOU*

Tap into engagement best-practices found in positive psychology research. The material is shared in an engaging, story-based, information packed session designed to convert *renters* (employees with a wait-and-see approach to how to “show up” to work each day) into *owners* (employees operating at the highest level of empowerment and personal accountability). The tips shared in this session are easy to apply immediately to make the workplace more productive and positive and life richer and happier.

### COURSE OVERVIEW

**Training includes, but not limited to, the following topics:**

- The definition and state of employee engagement “by the numbers”
- 5 traits that add up to engagement
- Tips 1 & 2 for kick-starting personal and collective engagement
- Tips 3, 4 & 5 for kick-starting personal and collective engagement
- Why engagement matters
- The employee engagement contract
- Managing and maintaining employee engagement
- The surprising truth about workplace motivation
- Leave positive, lasting impressions with others
- Strengthen your rapport and influence, up and down the ladder
- Improve your results when dealing with difficult people
- Leadership engagement assessment
- How to improve your self-esteem for improved engagement
- The role of your imagination
- Self-image and engagement



Managers who are fully engaged create and lead the most engaged teams. In other words, if you want more engaged employees you must have engaged leaders. Additional research shows that only 65 percent of leaders say they understand the concept of employee engagement. Even fewer leaders know how to become more engaged in their work.

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***Recognize steps to encourage intrinsic motivation; steps a leader can take to involve, validate, and develop employees.***

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***“Motivating and empowering workshop”***

***– Assistant Deputy Director of HR***

***Outstanding Presenter – truly passionate about subject.***

***- Deputy Director***

***“The most engaging instructor I’ve seen”***

***– Center Director***

Today's workforce faces daunting challenges to cut costs, improve quality, increase production, and develop new products and services at an increasingly faster speed. While some organizations struggle or fail, others are able to cope with the increasing demands. Only those who know how to do it right thrive in today's fast changing environment.

Winning organizations are constantly looking for ways to optimize the value of their human capital. Successful leaders know just how to engage the hearts, hands, and minds of their employees to do their very best work. Employees that are committed, competent, and engaged are a most valuable asset in today's business world.

*Effective Employee Engagement includes communicating attitudes and values that offer increased levels of organizational integrity while establishing a vision and building a framework around which employees can contribute to that vision.*

### *Partial Client List*

Federal Executive Institute (FEI) U.S. Department of Justice U.S. Department of Defense  
Social Security Administration Department of Agriculture Naval Systems Command  
Department of Interior Department of Energy Federally Employed Women Org.



### **Tradition of Excellence**

Dr. Alex Garcia and Leadership Dynamics has built a strong reputation for affordable, practical, and convenient business training for professionals everywhere, in every industry and sector. With many satisfied customers, we continue to provide superior training you come to expect from Dr. Alex Garcia. Our blended learning approach is designed to offer various training options to meet the individual needs of your employees and your organization. Choose from many quality courses that can satisfy your organization's needs any time, any where and in any format.

### **Delivery options:**

Half-Day Workshop  
One-Day Workshop  
Keynote: 90-Minute Presentation

Accountability  
Creativity Innovation  
Developing Others  
Human Capital Management  
Team Building  
Continual Learning  
Interpersonal Skills

**Below are a few attendee comments:**

“Class was excellent. Fast paced – wish the class was longer. Instructor is excellent.”

**- Associate Commissioner**

“EXCELLENT! Wish it had been longer. The best instructor in the series to date.”

**- Director of Diversity and Inclusion**

“All 15’s and SES need to get this training ANNUALLY.”

**- Deputy Commissioner**

“Motivating and empowering workshop.”

**- Assistant Deputy Director of HR**

“Great Presentation! Informative! I am a better leader because of this class.”

**- Commissioner, OCREO**

“The presenter was very effective, kept audience involved and engaged. Great, informative and insightful session.” **- Executive Officer**

Outstanding Presenter – truly passionate about subject.

**- Deputy Director**

“The most engaging instructor I’ve seen”

**- Center Director**

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**Instructor:**

Dr. Alex Garcia, founder and CEO of Leadership Dynamics, is a globally experienced trainer, international speaker, and performance improvement coach. With over 20 years program design and delivery experience in both government agencies and employee associations. Dr. Garcia and Leadership Dynamics has a long and strong track record of providing passionate, engaging and highly effective training, with well over 1500 hours of formal classroom delivery to Senior Executives and over 1000 hours coaching Federal Judges and senior executives. He has worked with diverse senior leadership clients including: Department of Defense, Lockheed Martin, Federal Law Enforcement Training Center, NOAA, SSA, NSA and the Air Force Research Laboratory, to name a few (see client list). A Subject Matter Expert in areas of Communication, Leadership, Engagement, Team Building, Relationship, Conflict Management, People Skills, Change Management, Emotional Intelligence, and other similar open-enrollment and custom programs. With a Ph.D. in Industrial Organizational / Behavior Psychology, from Wright State University, and a strong, practical and entertaining delivery style, Dr. Garcia ensures information is presented with passion and excitement to enhance retention.

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For more information or to request a Proposal; please contact

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