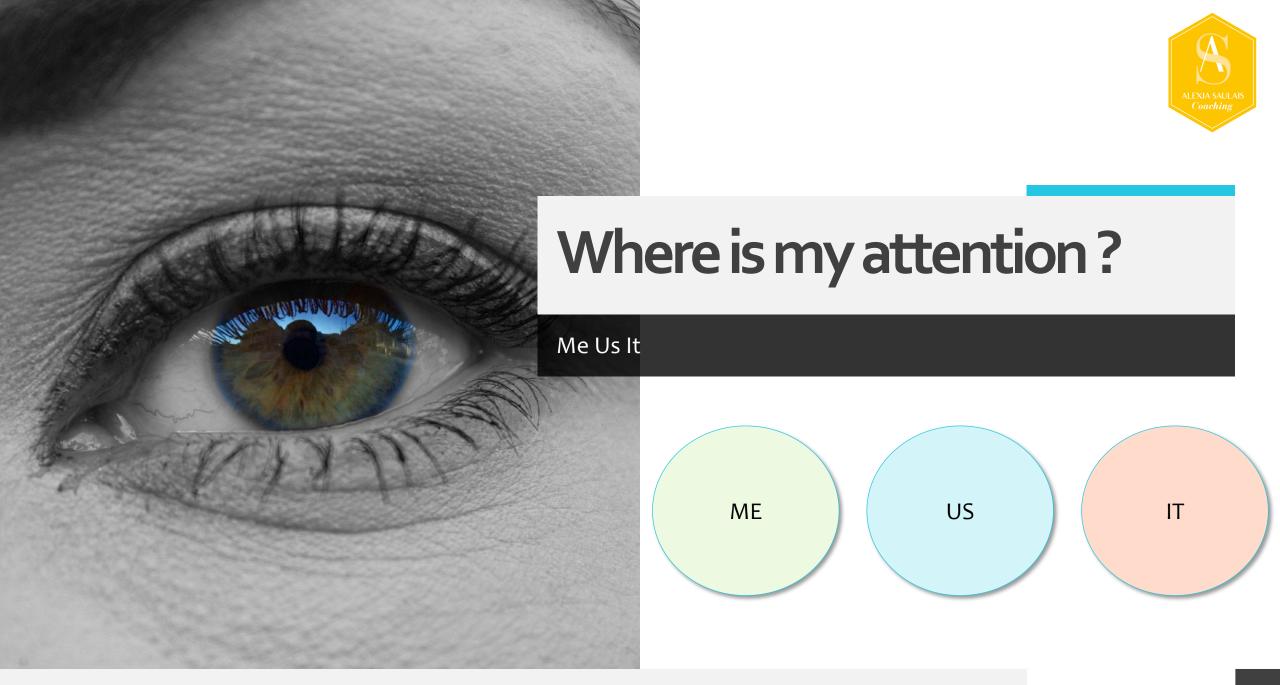




# Agenda

- The powerful balance
- Key factors for high engagement
  - Simple best practices
  - Individual action plan
    - Questions
    - Conclusion









Goals reached

Quality of work

People Engagement



# How to reach high engagement from your team?

Inspired by Herzberg model



## HIGH ENGAGEMENT

### **Motivation factors**

- Team spirit
- Gratitude
- Interest in the job ( meaning, significance )
- Responsability
- Autonomy
  - → Good for long term benefits!

#### **Dissatisfaction factors**

- Salary
- Work conditions
- Working time
- Interpersonal relations





# Please write on a piece of paper: According to you, in a scale from o to 10:

- What is the global level of dissatisfaction of your team?
- What is the global level of motivation of your team?

#### Team spirit





1 Team 1 Dream



Team main values



Cheerful moments

#### Gratitude





Gratitude



Reward





Positive feedback

Celebrate

Interest in work (meaning, significance)





Clear goal



A sens of general interest



Proud of the institution

Responsability & autonomy





Trust

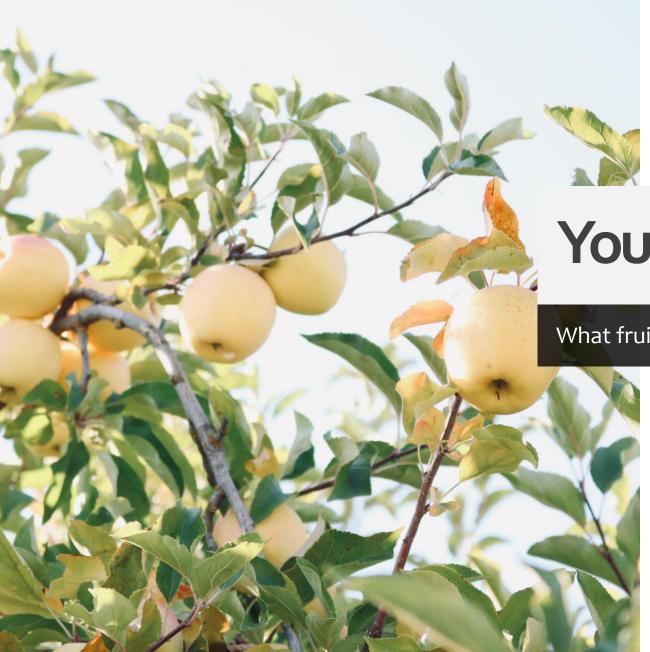


Decision making

# What awareness are you raising?









# Your individual action plan

What fruits are within reach that you can take?



# Questions





# Your last word





# Thank you and see you soon!

Alexia Saulais, coaching by Zoom

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September 27th: Embracing evolution

September 30th: Become partner with your emotions

October 7th: Ramping Up Mindfulness

# References to go further



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