

Try an Engagement Review Discussion

OSC provides tools to help managers to get deeper insights into the motivators and needs of individuals within their team so they can manage each person better. Observing a team member will help to work out what gives them a 'buzz'. But there is a much quicker way – an Engagement Review Discussion.

Use our Engagement Review Discussion to understand what drives each employee's engagement: such as their strengths and how they are using them, ensuring clarity on expected work outcomes, how they like to be managed and recognised. The critical piece is then putting these insights into action and adapting your management style to make them a reality.

This is a 30-minute conversation that gets to the heart of engagement. Some managers say they have learned more about the person through this short discussion than in the previous three years of managing him or her. Here's an extract from our Guide.

<p>1. Setting Clear Direction</p> <ul style="list-style-type: none">• What have been your main successes at work over the last six months?• What would you like to achieve over the next six months?• What does great performance look like?• How will this contribute to the overall team or organization? <p>Manager's reflections:</p> <ul style="list-style-type: none">• How clear is this person about what must be achieved?• Are their expectations in line with what I expect?• How can I help this person find greater fulfillment in their role?	<p>2. Using Strengths</p> <ul style="list-style-type: none">• What do you love about your work?• What are your key strengths?• What aspect of your work do you do really well?• What do you get a real buzz from doing?• What things don't you like or find hard to do at work?• How can we create opportunities for you to use your strengths more? <p>Manager's reflections:</p> <ul style="list-style-type: none">• How can I help this person make a difference by giving more opportunities to use their strengths at work?• What strengths could they use to compensate for non-strengths?	<p>3. Development</p> <ul style="list-style-type: none">• What are your career aspirations and how can I help you achieve them?• What development support do you need?• How often should we meet to discuss your progress?• What is the best way for you to learn these things? <p>Manager's reflections:</p> <ul style="list-style-type: none">• What is this person's development needs?• How can I help them meet these needs?• What opportunities exist for me to give this person more responsibility and development stretch (if appropriate)?
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Want to learn more about how to motivate and engage your employees? Email info@oxfordstrategicconsulting.com or visit www.oxfordstrategicconsulting.com for more information.

