

# Culture of Engagement



Today's "Quit Rate" – the rate at which employees up and leave their jobs – is at an all-time high. The most common reason for this is company culture. People quit people. They quit teams. They quit bosses, and they quit organizations where toxicity is high.

People Acuity believes that culture is not grown through employee engagement rhetoric, surveys or gimmicks. Most employees don't care about employee engagement, but they do care about their own Work Joy. Who doesn't want to experience joyful fulfillment, meaning, purpose, and belonging at work?

People Acuity's approach to organization culture is to inspire Work Joy at all levels of the organization. Inspiring Work Joy means creating a workplace that values meaningful work, purposeful contribution, interpersonal agility, coach-like communication, and proactive accountability. Inspired Work Joy is no longer a "nice-to-have" – it has become an urgent "must-have" – particularly given the current climate of employee mobility and workforce opt-outs.

“Our Inspiring Work Joy learning journey was transformative, eye-opening, and mind-blowing, and it provided critical life lessons and self-insights. The active engagement of our entire region increased by 21% within 18 months, and our active disengagement decreased by 35%. This experience changed our outcomes, energy, and performance.”

**Syria Rama, Barclay's Bank of Kenya**

Those who have mastered Inspiring Work Joy see benefits like these in their lives:



Active and joyful work engagement (self and others)



Stronger performance management



Increased ability to manage conflict and problems



More fulfilling relationships at work

**Inspiring Work Joy** is designed to focus on shifting the mindsets, language, and practices that help others take personal responsibility for creating Work Joy – rather than expecting the boss to resolve all culture issues for them

## Those who participate in this learning experience will:


- Create intentional culture and an effective, aligned work environment
- Unleash individual contributions and purpose to meet team/organizational needs
- Strengthen employee resilience and growth through “coachlikeness”
- Coach/mentor others through change and increasing performance growth

This culture-building experience will strengthen your organization’s competitive advantage and remove barriers to growth. Leaders leave equipped to create lasting positive impact for the company and its people

## This program includes:

- Seven 45-minute online sessions with engaging videos, projects, assessments, and workbook interactions
- Seven 2-hour virtual sessions to facilitate skill practice (or a 2-day live workshop)
- Peer group accountability discussions that embed coach-like leader skills
- Access to the Full StrengthsMultiplier Top 7 strengths assessment
- Daily Growth Zone Challenges and practice logs, with a follow-up action plan to maintain post-program growth
- An optional certification is available for this program

## Other People Acuity Programs to Enhance Engagement

- 
- Self-Leadership Masterclass
  - Strengths At Work Masterclass
  - Growing Your Self-Leadership Power Skills
  - Love your Work – Igniting Performance and Energy