



Contribution ID : 55

Type : not specified

## Elevate Employee Engagement across Cultures

### Summary

The one thing that all the employee engagement surveys agree on is that the Employee Engagement sucks :( Come join us in this session to learn strategies that are simple to implement and work across cultures.

### Content

Gallup's global employee engagement survey results indicate, only 13% employees are fully engaged and rest are either not engaged or actively dis-engaged. Irrespective of the culture, Organizational position, exercise of authority and power fails to influence higher engagement particularly for the knowledge workers.

Leadership experts and executive coaches take a route that usually involves, motivating and inspiring people, building trust, uniting everyone in the organization towards common mission, values, and goals. These work great however, need a lot of time, effort and financial resources.

Agile Coaches on the other hand, are in different situation altogether. Most of the Agile coaches usually command no power and authority within the organization. Yet, they aspire and commit to missions such as creating highly collaborative, self-organizing and high performing teams, developing learning organizations, helping people change behaviors etc. Think about a team that simply won't speak up, people who would always show up late to meetings, people who prefer to work from closed door offices, team members who prefer they can do anything but contribute on the team, architects who do not share the architecture details with anyone except the leaders. Oh Boy!! there are many such behaviors that hinder teams and organizations from becoming truly Agile.

In this session, we'll discuss 6 simple, yet easy to implement strategies that Agile Coaches or anyone with no power and authority can apply to facilitate an environment and provide a platform that employees can easily relate to, find safe to contribute, and remain deeply engaged. Be it San Francisco or Bengaluru, Boston or Tel Aviv, Manila or Beijing these strategies work equally well.

It'll be an interactive session and will involve activities and movement.

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