

Engagement

Engagement – Training workshops for managers and staff

The Stress Clinic provides training for managers and staff that raise awareness and minimise organisational risks associated with disengagement at work.

Our training workshops can be designed either for employees or managers or both together! Content varies and is subject to agreement with you, our client. We are happy to pilot courses to ensure that they will be effective for your organisation. Please note that we can also provide coaching, clinical and risk assessments, independent investigation, and other individual interventions if required.

Please call me, Derek Mowbray, on 01242 604 271, or email me derek.mowbray@psychologistsdirect.org for information, quotes and to discuss your specific requirements.

Engagement is the state that people reach when they become absorbed by their work, and think and act in ways that bring success to the business or service. Engaged people are more likely to be vibrant, innovative, and highly productive. Those who are disengaged have little or no interest in their work, and often cost enormous amounts in lost productivity, sickness absence and staff turnover.

Headline content:

- What is engagement?
- The key components of engagement.
- The influence of different generations on successful engagement.
- Personalities that seek engagement and those who seek disengagement.
- The dangers of 'burn out'.
- Building a culture of engagement.
- The organisational issues of engagement
- The 'rules' for engaging the workforce.
- The behaviours that promote engagement in the workforce.
- Ten tips for engagement.

Major Benefits:

- Substantially raised awareness of the need for staff engagement
- Reduces stress levels
- Reduces costs of sickness absence and staff turnover
- Increases resilience against adverse events at work
- Increases performance and profitability

Dr Derek Mowbray is widely recognised as an expert in stress control and the prevention of stress. He contributes regularly to HRZone and the HSE blog. His national presentations to the NHS Employers in 2008 and to the annual conferences of the International Stress Management Association in 2008 and 2009 were praised for their clear sense of direction in preventing and controlling stress. Derek Mowbray is visiting Professor in Psychology, an Independent Technical Expert for the European Commission, an Expert Witness in Stress Management, and an experienced top manager in the public, private, education and voluntary sectors.

With partner, **Alan Bradshaw**, also widely recognised as an expert in stress control and the founder of In Equilibrium, they have set up *The Stress Clinic* to provide organisations, managers and employees with services that prevent stress and enhance well-being at work.

www.derekmowbray.co.uk