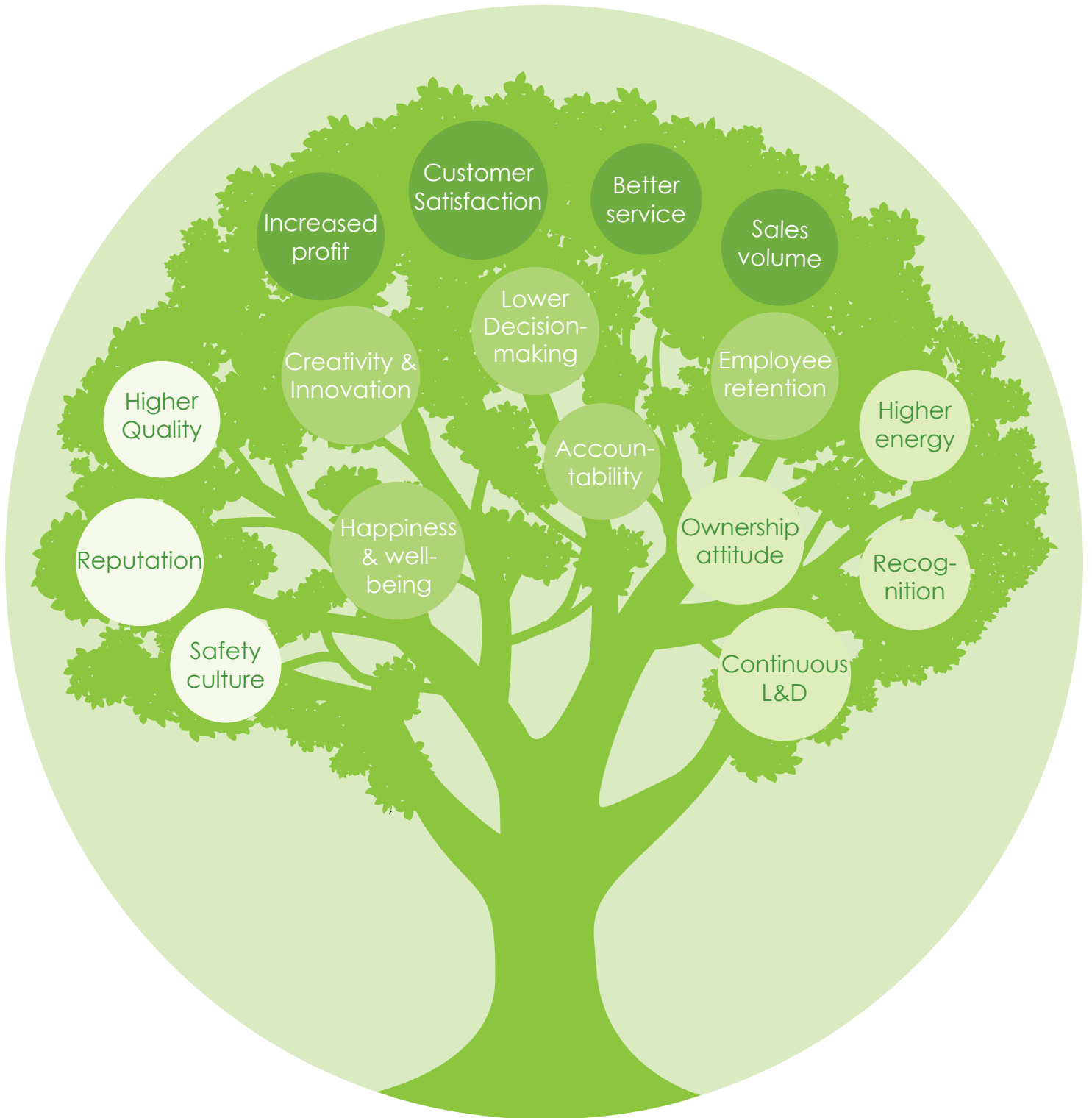


NURTURING WORK ENVIRONMENT



HIGH EMPLOYEE ENGAGEMENT

has been shown to have many benefits. Develor's transformational process creates and sustains a contagiously engaging company culture.

THE DEVELOR SOLUTION PACKAGE

What is the DEVELOR approach to cultivate engagement?

Engagement is strongly influenced by the environment created by the leadership style of managers and **EMPLOYEES ARE EQUALLY RESPONSIBLE FOR THEIR OWN ENGAGEMENT!**

As it is up to the direct managers to create an environment that nurtures engagement, we need therefore to support them. Beyond customized leadership development programs, we collect and identify the regular behaviors and activities needed to help the managers to actually and measurably create an environment that nurtures engagement in a framework called a Governance model.

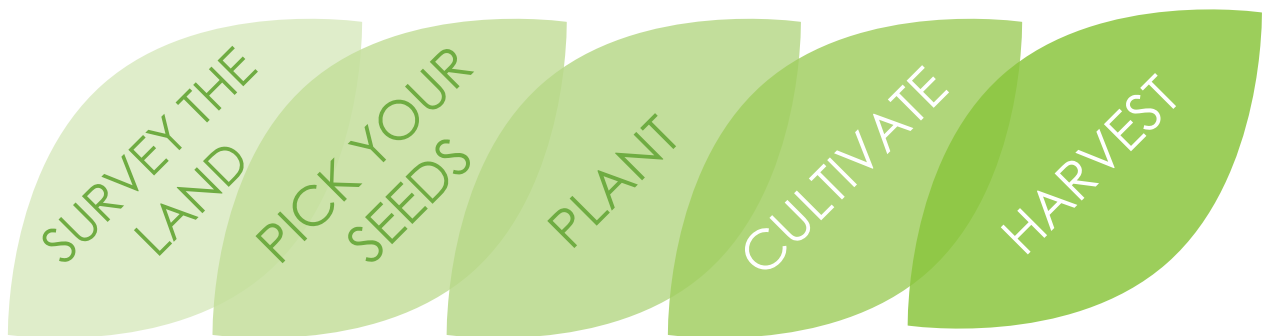
On the other side we also believe that employees are equally responsible for their own engagement. Employees' natural human desire to create and contribute are also determining factors that can be improved by establishing a Growth Mindset and exploring and building on intrinsic motivations and strengths.

The factors that have the largest impact on Employee Engagement:

Based on Gallup's 12 questions on EE

1. Clear and known expectations
2. Opportunity to do what I do best
3. Feedback, recognition & praise
4. Care and connections
5. Personal development and growth
6. My opinions count
7. Company mission makes me feel important
8. Quality work
9. Career opportunities

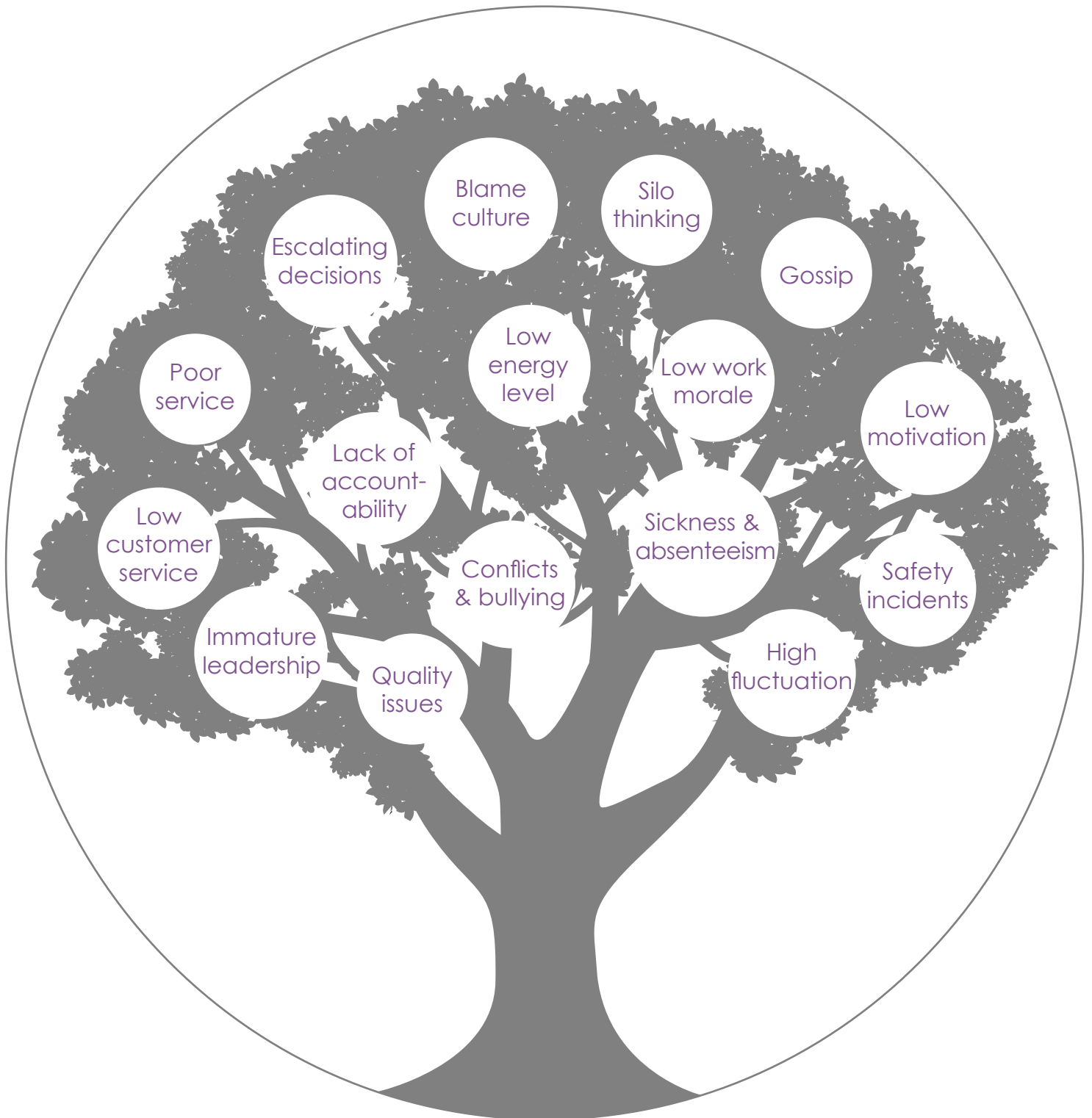
Growing a tree taught us how to cultivate Employee Engagement



The DEVELOR Solution Package



TOXIC WORK ENVIRONMENT



These are the results and symptoms of a low engagement company. They have equally bad consequences for customer service, for the company's results and for all people's motivation, well-being and happiness.

"To win in the marketplace you must first win in the workplace" - *Doug Conant*

POSITIVE PSYCHOLOGY IN TRANSFORMING EMPLOYEE ENGAGEMENT



While business challenges have changed, the paradigm for developing managers and leaders has remained the same. The current model of management was designed around making processes efficient, not people. Yet research shows that human performance is what drives the bottom line, and that an organization's processes must be designed around its people.

Past approaches to training and development have often focused on fixing problems or addressing weaknesses, to return individuals or the organisation to "normal" performance. However, positive psychology has shown that this alone cannot create the conditions for exceptional performance, or the environment and culture which drive employee engagement. The positive psychology focus on developing and extending strengths is a core part of producing individual and organisational "flourishing" that will result in superior and sustainable performance in individuals, teams, functions and organizations, and can transform employee engagement.

Highlights of our Engagement Mindset Workshop include:

- **Growth and Fixed Mindset:** we explore that the view people adopt of themselves, their "mindset" profoundly affects their potential accomplishment, and the approach managers take to coaching and talent. It gives leaders the understanding of potential praise and learning needed to develop the best in their team members.
- **The Biology of leadership:** this section uncovers the core of leadership, and the interplay of hormones that drive human behaviour, allowing leaders to understand and use the scientific "why" of leadership.
- **The ROI of positive emotions:** it describes how positive emotions serve as drivers of growth, performance and human flourishing, this section will illustrate to leaders the business value of positive emotions.



For more information visit our website at

www.develor.com.



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