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RECENT TRENDS IN PEOPLE MGT
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**ENGAGEMENT
& MOTIVATION**

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ENGAGEMENT & MOTIVATION

FROM “TUNING HR” TO “ENGAGEMENT & TRUST”



- > PASSION INDEX (P&G)
- > ENGAGEMENT MANAGER
- > EVOLUTION OF THE ULRICH MODEL (ADVOCATE)

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25 STRATEGIES TO ACHIEVE ENGAGEMENT (JAN 10)



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25 STRATEGIES TO ACHIEVE ENGAGEMENT EXTRACTS

- > UNDERSTAND AND MANAGE EMOTIONS
- > PARTNERING (WIN WIN)
- > FROM HUMAN CAPITAL TO SOCIAL CAPITAL
 - TEAM VS INDIVIDUAL*
 - COOPERATION VS RESULT*
 - SENSE VS PERFORMANCE*

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25 STRATEGIES TO ACHIEVE ENGAGEMENT EXTRACTS

- > QUALITY OF LINE & MIDDLE MANAGEMENT
- > BOTTOM UP INTERACTION (KNOW YOUR PEOPLE)
- > IDENTIFY AND MEASURE WHAT IS SPECIFIC
- > IMPROVE WORK ENVIRONMENT

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25 STRATEGIES TO ACHIEVE ENGAGEMENT EXTRACTS

- > GIVE AUTONOMY TO EMPLOYEES (TIME + MONEY)
- > DEVELOP OWNERSHIP (INT. EMPLOYER BRANDING)
- > CONTINUOUS COMMUNICATION PROCESS