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The Relationship Comes First: Discovering the True Path to Employee Engagement

Work has been defined in many ways over the years: a contract, a transaction, a value exchange. This led to describing humans as capital and designing systems that treat people like assets to be managed and optimized. Is it any wonder that employees' feeling of engagement within these organizations continues to drop? It doesn't feel good to be treated like an investment to be maximized.

To reverse this trend requires that we understand what work is for employees, a relationship, and a critically important one. Research has shown us that employees crave the same things from work that they do from other important relationships in their lives: appreciation, connection, acceptance, communication, and support. In this session, we will explore how designing the employee experience through the lens of a healthy relationship will focus your employee engagement efforts for greater impact.

What you will learn:

- Deconstruct employee engagement practices to discover why and how the current model is falling short by focusing on maximizing employee discretionary effort
- Discover that for employees, work is an important relationship and that the work experience should be designed as a relationship for employees rather than as a company process to be optimized
- Gain a deeper understanding of the elements that make for a healthy relationship and how to use this model to design a more engaging and fulfilling experience for employees at work