

**ENGAGE & GROW**  
EMPLOYEE ENGAGEMENT & CULTURE PROGRAMS



**SIMPLE ACTION-BASED  
PROGRAMS THAT TRANSFORM  
DISENGAGED EMPLOYEES  
INTO FULLY ENGAGED LEADERS**



# DID YOU KNOW?

**13%**  
of employees are engaged

This means these employees feel a connection to their workplace, the mission and will go above and beyond to achieve success.

**67%**  
are disengaged

A disengaged employee has 'checked out'. They may be at work physically, but not mentally. They are not enthusiastic and do the bare minimum to get by.

**20%**  
are actively disengaged

An employee in this category may undermine and act out against the company. They actively look to hamper productivity levels and employee morale.



WE ARE AVERAGING A  
**307% IMPROVEMENT**  
WITH OUR UNIQUE SYSTEMS





## WE CREATE HIGHLY ENGAGED EMPLOYEES, WHICH IN TURN PROVIDES:

- A Powerful & United Culture
- Improved Customer Engagement
- Lower Absenteeism
- Dramatically Increased Profitability & Growth
- More Time for Business Owners & Managers
- Fewer Human Errors
- Significantly Decreased Employee Turnover
- A Fun & Re-energized Work Environment



## HOW IT WORKS

### BEFORE THE PROGRAM

Before any program is run, it's important that we clearly define the needs of your organisation and we define what a successful program looks like.

- You and your Engage & Grow Strategist will choose the most appropriate program
- We then customise programs to meet each organisation's needs
- We identify the timeline and how the sessions will be conducted

### RUNNING THE PROGRAM

Once you have established the most suitable program and defined the objectives, it's time to get to work!

- Gather the identified business leaders and key staff members
- Follow our program – all action, no pens & paper
- Impact every staff member and every customer

Our strategist will be with you every step of the way facilitating all aspects of the program.

# WHAT MAKES OUR PROGRAM DIFFERENT?

- Develops leaders on all levels – no matter who they are or what they do
- Holds everyone publicly accountable to deliver agreed outcomes
- Tangible measures to demonstrate growth & ROI
- 99.5% of participants highly recommend this program
- Scientifically and neurologically designed over 9 years



THIS IS NOT A WORKSHOP –  
IT'S AN ALL ACTION-BASED PROGRAM.  
THERE IS NOWHERE TO HIDE!

OUR MISSION IS TO CREATE A  
**GLOBALY ENGAGED WORKFORCE**  
THROUGH  
**SUPPORT, HONESTY, RESPECT,  
COMMON SENSE & FUN**  
SO PEOPLE  
**LOVE WHAT THEY DO.**



ENGAGE & GROW

# ENGAGE & GROW SIGNATURE PROGRAMS

WE HAVE DEVELOPED 12 PROGRAMS THAT ARE SUITED TO HELP YOUR BUSINESSES INCREASE EMPLOYEE ENGAGEMENT AND CREATE A STRONG POSITIVE CULTURE.

## RED BELT PROGRAM

12 WEEKS DURATION



Our 12 Step Signature program is delivered in a one hour session per week, over 12 weeks. This program builds high levels of trust within the organisation and re-energises employees providing outstanding results every time, as evidenced by our employee engagement surveys.

## WHITE BELT WORKSHOP

5 HOURS DURATION



This program is an impactful workshop for 5–35 employees. It allows you and your team to ‘dip your toe in the water’ and experience the impact of the Engage & Grow experience. The workshop activates participants to act and think innovatively about the business.

## BLUE BELT PROGRAM

CUSTOMISED DURATION



Engagement is a fitness and like any fitness it requires a maintenance regime. This program is designed to sustain the success developed in the Red Belt program. You have finished the sprint, now it's time to lock the changes in, for the future growth of your business and people.

## BLACK BELT PROGRAM

12 MONTHS DURATION



This Master program takes your business to the next level. You have an engaged, profitable and committed team, now what do you need to do to be Number 1 in your industry? We facilitate this long term and sustainable growth program so you can have the business of your dreams and not just a job!

ALL PROGRAMS ARE INDIVIDUALLY DESIGNED BY THE ENGAGE & GROW TEAM, ENABLING YOU TO FACILITATE THE HIGHEST QUALITY, TAILOR MADE PROGRAMS. ALL YOU NEED TO DO IS FOLLOW THE BOUNCING BALL.

The world of training has changed. No longer are organisations finding traditional workshops effective. We need to change the game. We need to look beyond what has historically worked and move to a new model – **active engagement**.

RICHARD MALONEY – CEO & FOUNDER  
ENGAGE & GROW



# ENGAGE & GROW SPECIALIST PROGRAMS

## WOMEN'S PROGRAM

3, 6, OR 12 MONTHS DURATION



The Engagement & Leadership program for Women is designed to unite the workplace by developing women's leadership skills. It is based on the Red Belt foundation program, providing traction and momentum in your business by empowering new thinking and create more buy-in.

## PRINCIPALS, TEACHERS & PUPILS PROGRAM

12 WEEKS DURATION



Our education industry program works with your leaders, staff members and students. It is based on the Red Belt signature program, providing traction and momentum in your school by empowering new thinking and create more buy-in.

## CREATE | CONNECT | REWARD

10 WEEKS DURATION



This powerful and unique company wide program directly impacts between 25–125 employees all at once over a 10 week period and indirectly hundreds more. It will instantly create higher levels of engagement, more leaders, friendships and dissolve silo mentality plus much, much more. It's all action and managed online.

## MULTI-BUSINESS

CUSTOMISED DURATION



This customised program is run with a range of leaders from multiple business. Each element is designed to help you fine-tune the art of becoming a highly regarded leader and dramatically improve your teams engagement levels in a fun, vibrant environment.

## SALES TEAM PROGRAM

12 WEEKS DURATION



This program is designed to captivate and entertain your key sales people, whilst strategically developing new habits and behaviours. Designed to take the day-to-day pressures off the business leaders.

## LEADERS OF LEADERS

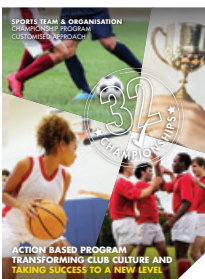
CUSTOMISED DURATION



This leadership & communication program is a Personal Action based Program aimed to increase the leader's ability to connect and build relationships within their team. Creating a greater level of respect and influence, higher employee commitment, improved culture and increased productivity.

## SPORTS TEAM & ORGANISATION

CUSTOMISED DURATION



The Championship Sports Program is an action based program transforming club culture and taking success to a new level. It can be designed for management or the team themselves, either way you will be reaching new heights and kicking goals in no time.

## MILLENNIAL

12 WEEKS DURATION



Our Millennial program is guaranteed to transform your business culture by engaging the millennials in your company. It unlocks their creativity and embraces their drive and enthusiasm.

# OUR 12 STEP EMPLOYEE ENGAGEMENT & CULTURE PROGRAM DELIVERS:



1 Collective buy-in & accountability



2 Shared company vision



3 Highly engaged employees & leaders



6 Collective behavioural benchmarking



5 Shared stories to ensure human understanding



4 Peer reward & recognition (daily/weekly)



7 Individual personalised goal setting



8 Growth of individual habits & behaviours



9 Unearthed creative thinking & innovation



12 Brand awareness & social responsibility



11 Advanced business systems & procedures



10 An emerging leaders pipeline

# OUR CLIENTS

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This program dramatically improved our bottom line profitability by an impressive 47%. Game changer!

TOBY EDMUNDS, CEO,  
LOAN MARKET FRANCHISEE

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This Engagement and Culture program was huge for us! By engaging 25 team members, it allowed the company to achieve its best sales month in 7 years.

BRAYDEN HAYNES, CEO  
FULL HOUSE GROUP

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By far the best program I have been involved in as it's not another 'training' session. It's a great practical program that gave everyone a voice and enabled them to really build us up as a united team with a real family environment. It quickly created a more focussed and energised working environment.

PENNY COLLIcoat, GENERAL MANAGER,  
EDGE FINANCIAL

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My leadership skills have developed greatly from taking part in this program, and believe that it definitely enhanced the company's morale. It has brought the whole group closer as a unit which is what is needed to ensure we have a successful company.

NICOLE CONRADI, PRODUCTION CO-ORDINATOR  
URBAN ANGLES

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This program has single-handedly made the most difficult and necessary changes to our business. Now our people are excited to be at work. Now our people genuinely care about everything!

ADRIAN HARRIS,  
GM HARRIS & THORN PLUMBERS

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I would recommend Engage & Grow to any business serious about transforming Vision and mission statements from words on the wall into a living culture.

MATT HALL, GENERAL MANAGER  
TELSTRA

## NEXT STEPS



**ENGAGE  
& GROW**  
■ CERTIFIED COACH

[WWW.ENGAGEANDGROWGLOBAL.COM](http://WWW.ENGAGEANDGROWGLOBAL.COM)

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