

# REENGAGEMENT

## MOVING FROM WOE TO WOW!

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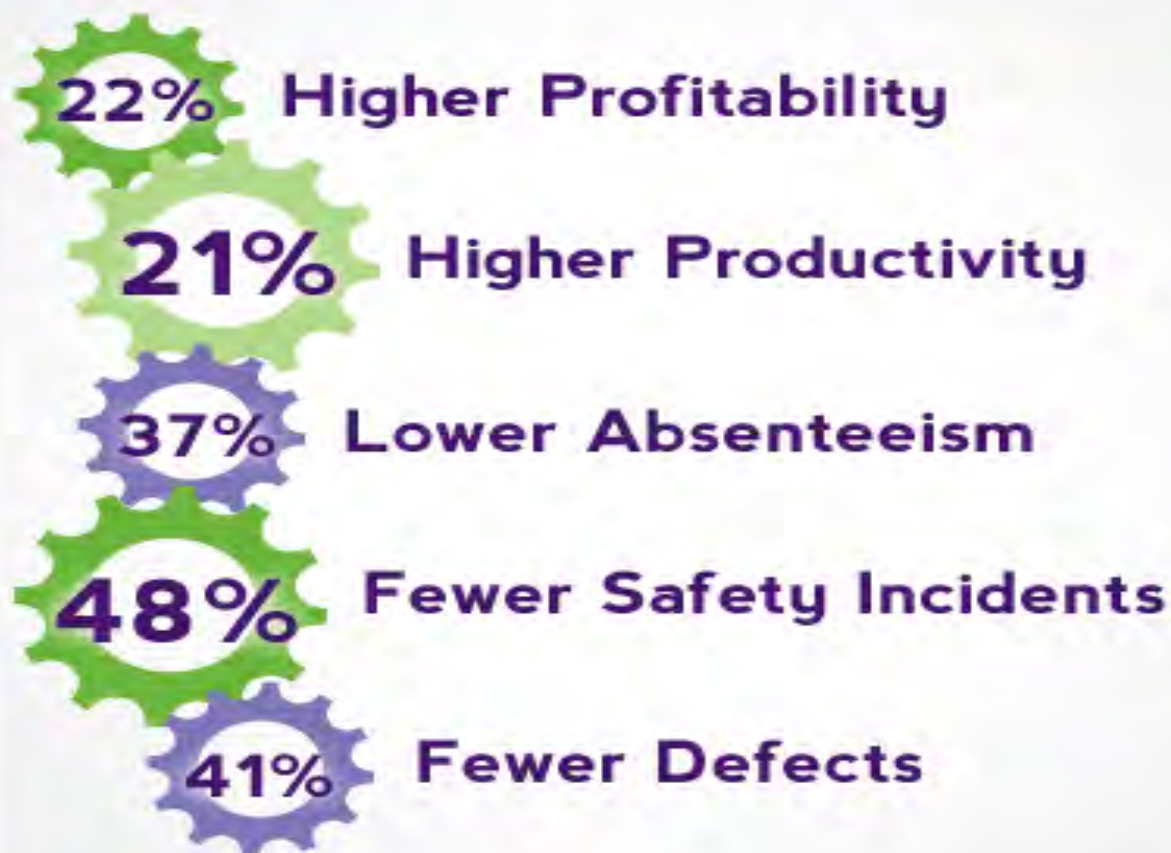








**Workgroups with high levels of engagement experience:**



*\* Results part of Gallup's Q12 Survey of Employee Engagement*





# MEANING

WHY  
ARE  
WE  
HERE?





# ALIGNMENT



# GROWTH



# INPUT



# CONTEXT







**FLIP THE SWITCH**



# THREE CATEGORIES OF WORKER ENGAGEMENT:

## **Engaged (30% of the U.S. population):**

Deeply committed to the success of their organization and emotionally connected to its mission and goals. Routinely willing to put forth discretionary effort.

## **Disengaged (52% of the U.S. population):**

Less emotionally connected to their work and less compelled to put forth extra effort. They show up for work but generally do only the minimum required.

**Actively Disengaged (18% of the U.S. population):** Actively against what the organization, and their boss, is trying to get done.







**\$ 500 Billion in lost productivity**

**\$ 3,400 for each \$ 10,000 in salary**











# THE UNDERLYING CAUSES OF DISENGAGEMENT





THIS JOB ISN'T WHAT YOU  
PROMISED ME...



IS THIS ALL THERE IS?



# HOW HARD IS IT TO SAY THANK YOU?



# PEOPLE DON'T LEAVE COMPANIES, THEY LEAVE BAD MANAGERS

## Three Categories of Bad Boss

"A bad boss.  
Me? You really  
think so?"



Doesn't know  
he's bad.

"I could do  
better. I  
just wish I  
knew how!"



Knows he's bad.  
Wants to improve.

"It's my way  
or the  
highway!"



Doesn't care  
either way.



WOW, IT'S TOXIC IN HERE



**B**ig

**U**gly

**L**oner

**L**osers

**Y**earning attention



# Symptoms of Disengaged Employees





# Symptoms of Disengaged Organizations





# The Quit & Stay Phenomenon



# You Can Be Invisible Even In A Very Visible Role



THE INVISIBILITY INDEX™

# The ALIVE™ Treatment Plan For Reengagement



- ✓ Easy To Do
- ✓ Little to No Cost
- ✓ Unlimited Refills
- ✓ Stay Conversation



# ASK



# LISTEN



# IDENTIFY





# VALIDATE



Validation



EXECUTE

JUST DO IT.



What does  
**CEO**  
stand for?

Chief  
Engagement  
officer



allacronyms.com



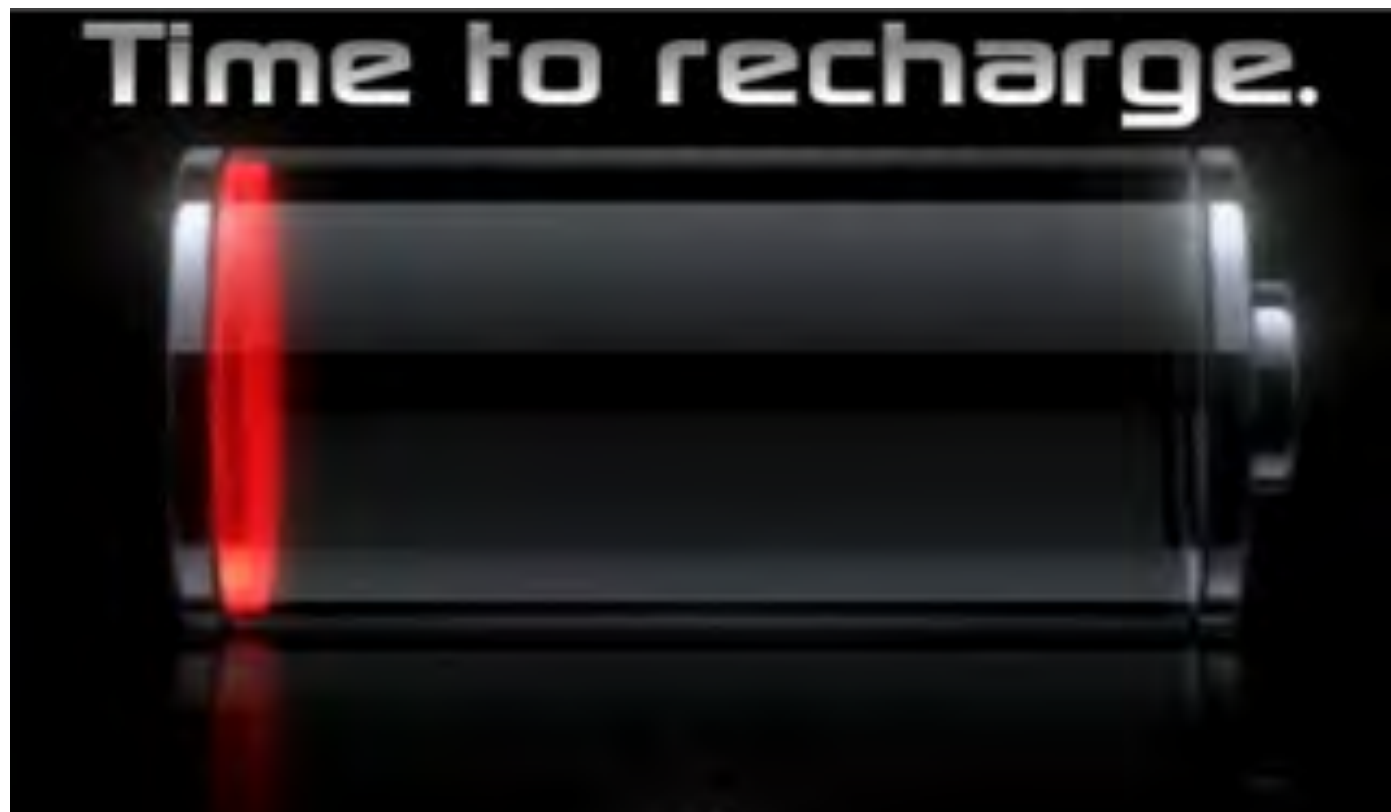
# The Role of the C- Suite



# THE ROLE OF THE MANAGER



# THE BIGGEST PROBLEM WITH YOUR MANAGERS



# THE ROLE OF YOUR EMPLOYEES





# Engaging Different Generations



A decorative graphic of a scroll with a grey body and white borders. The scroll is partially unrolled at the top and bottom left corners, with the number '2' visible in the bottom-left corner.

*FOOD FOR  
THOUGHT FOR  
YOUR LUNCHTIME  
PRESENTATION ....*



# Talent Management

Hire, engage, and develop “right fit” talent

# Approach to Succession Planning & Management







ALWAYS WALK TOWARD  
SOMETHING BETTER,  
DON'T RUN FROM  
SOMETHING THAT'S NOT  
GOOD



# COMING ALIVE

The Journey To Reengage  
Your Life And Career



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