

# ENGAGING EMPLOYEES TO DRIVE RESULTS

*The Premier Two Day Leadership Workshop for Today's Times*



DECEMBER 8-9, 2009

BABSON EXECUTIVE CONFERENCE CENTER  
WELLESLEY, MA

## Join Bob Kelleher and Chuck Mollor for an internationally recognized and certified two-day workshop on December 8th and 9th at the Babson Executive Conference Center in Wellesley, MA.

Over a comprehensive and intensive two days, discover how to tap into your ability to engage and transform your organization. As companies begin to recover from our recession, it is critical that today's leaders understand their role in re-engaging their employees to drive high performance.

"Employee Engagement is not a program, it's how you run your organization, it's a culture. Attendees will take away practical tools and proven best practices to help their business increase engagement levels - vital to achieving superior results."

*Bob Kelleher and Chuck Mollor*

### WHO SHOULD ATTEND:

Executives/Managers responsible for improving business results through improved employee performance; Vice Presidents, Directors, Managers and/or Business Owners responsible for:

- » P&L
- » Business, division, and/or people
- » Leadership Development
- » Organizational Development
- » Talent Management
- » Human Resources

### KEY LEARNINGS AND TAKE-AWAYS:

- » The 5 Business Drivers for Engagement
- » The 10 critical steps to Engaging Employees
- » Case Study Review of a Company Who Succeeded In Transforming their Firm and Engaging their Employees
- » Latest Research on the Business Case to Engaging Employees
- » Demonstrate the Connection Between Employee Engagement and High Performance
- » Understanding Your Leadership Baseline
- » How to Become an Engaged Leader
- » Leading and Engaging Different Generations
- » Diversity Model for Today's Organization - Leading and Engaging a Diverse Workforce
- » Team Development Model
- » How to Change Your Culture
- » How to Build Alignment and Innovation
- » Leadership During Challenging Times and Conditions
- » How to Best Develop Your Employees
- » Employee Engagement Tools, Processes and Methodologies



### PROGRAM TESTIMONIAL:

*"I consider it a privilege to have experienced the "Leading an Engaged Workforce" training program (along with my regional leadership team) during a critical time of integration for our company. The mixture of data, theory, dynamic team work, and personal planning and application was great. It was clearing one of the best leadership programs I've experienced - both during the training event itself and (more importantly) as our leadership team aligned to produce significant operational growth in the ensuing months. The teaching skills and passion, along with useable content that you can apply, were a complete package!"*  
Regional Vice President

*"A wide variety of experiential learning exercises will be introduced - all with a strong team-building element and direct metaphorical connection to the leadership modules. Real life examples will be extracted from the participants through a debriefing process. These exercises will kick off each learning module and are highly interactive and energizing."*  
Bob Kelleher and Chuck Mollor

**This program has been approved for 12.0 general credit hours toward PHR and SPHR recertification through the Human Resource Certification Institute.**

**PROGRAM FEE:**

This 2-day workshop is \$995.00 per person. This includes ALL materials, breakfast, lunch, beverages, snacks and parking. Overnight accommodations are available at the Babson Executive Conference Center. For reservations please call 781-239-5816.

**KEY LEARNING TOOLS:**

- » A wide variety of “experiential learning” exercises will be introduced - all with a strong teambuilding element and direct metaphorical connection to the leadership modules. Real life examples will be extracted from the participants through a debriefing process. These exercises will kick off each learning module and are highly interactive and energizing - essential in keeping creativity and engagement levels high.
- » A number of “case studies” will be introduced and discussed to reinforce that leadership creates engagement, and engagement creates high performance.
- » At the close of each learning module, participants will adopt key best practices to apply to their respective workplaces via the completion of individual Leadership Change Plans.
- » A customized, confidential Leadership Assessment (with optional 360 feedback) will be completed before the workshop and results shared during the workshop.
- » The introduction and participation of an individual leadership team assessment tool, the Strength Deployment Inventory -enables participants to self-identify their strengths and then learn how the diversity of each other’s strengths builds the most robust, successful teams.
- » A closing multimedia presentation showcasing the Antarctic explorer, Ernest Shackleton, a final case study highlighting all key learning points.

*Sponsored by the  
Northeast Human Resources Association*



**SPEAKER BIOS:**



**Bob Kelleher** is the founder and CEO of The Employee Engagement Group and is a noted speaker, thought leader, and consultant on the subjects of Employee Engagement, Workforce Trends, and Leadership. Having been an internal practitioner for many years, Bob’s practical approach and willingness to share best practices (“been there / done that”) have proven to be a winning formula for audiences throughout the world. Previously, Bob was the Chief Human Capital Officer for AECOM, a Fortune 500 global professional services firm, with 45,000 employees located in 450 offices throughout the world and has designed and facilitated global leadership workshops in most continents. Before joining AECOM, Bob worked for ENSR International, a Massachusetts based 2,300 employee environmental consulting firm with 70 worldwide offices, and now a subsidiary of AECOM. While at ENSR, Bob was Executive Vice President and Chief Operating Officer and spearheaded ENSR’s award winning Employee Engagement programs and initiatives as EVP of Organizational Development. He holds a BS in Education and an MBA.



**Chuck Mollor** is the founding and Managing Partner of MCG Partners, a premier provider of executive coaching, leadership development, management training, talent management, organizational effectiveness, and sales improvement solutions. For over 25 years he has advised and consulted regional, national and international executives and organizations across industries, start-ups to Fortune 500, and not-for-profits. As a member of several executive teams, Chuck has had general management and P&L responsibilities, and has led strategy, sales, marketing, operations and human resources functions. Previously, Chuck was a Managing Vice President of the world’s largest organizational consulting firm, where he exceeded business goals by 130% and profit margins by 30%. Professional studies include executive programs on Leadership at the Wharton School, University of Pennsylvania, and Leading Change and Organizational Renewal at the Harvard Business School. He holds a bachelor’s degree in political science with a minor in business administration from Merrimack College.

# REGISTRATION FORM

## Engaging Employees to Drive Results

Tuesday & Wednesday, December 8-9, 2009

Babson Executive Conference Center – Wellesley, MA

Registration Rate: \$995.00

Name: \_\_\_\_\_ Nickname for Badge: \_\_\_\_\_

Title: \_\_\_\_\_ Company: \_\_\_\_\_

Address: \_\_\_\_\_ City/State/Zip: \_\_\_\_\_

Phone: \_\_\_\_\_ Fax: \_\_\_\_\_

Email: \_\_\_\_\_

Check # made payable to NEHRA in the amount of \$ \_\_\_\_\_ is enclosed.

Please charge my credit card:

Authorized Amount: \$ \_\_\_\_\_

Card #: \_\_\_\_\_ Expiration Date: \_\_\_\_\_

Signature of cardholder: \_\_\_\_\_

Please send your completed registration form to:

MCG Partners

481 Bedford Street

Bridgewater, MA 02324

Attn: Engagement Leadership Workshop

If you prefer to register on-line, and to review the program's schedule, please visit  
<http://www.mcgpartners.net/Engaging.html>



MCG Partners  
508-279-0400  
[www.mcgpartners.net](http://www.mcgpartners.net)



*Engaging Employees to Drive Results.*  
The Employee Engagement Group  
508-935-8070  
[www.employeeengagement.com](http://www.employeeengagement.com)