

FastTrack

This *FastTrack* provides an overview of the *Building a Fully Engaged Team* course and the best ways to build and sustain employee engagement in your practice.

COURSE OVERVIEW

This three-part course explores the many aspects of employee engagement — what it is, why it is critical to the success of your practice, and what behaviors and actions crush it or build it. Learn how to create and sustain a team of fully engaged employees that show up to do their best and are ready to provide top patient care and outstanding client service.

COURSE RESOURCES

There are several resources and templates that can help you review and practice the skills needed for improving employee engagement. You can find the following documents under the Resources tab of this course.

- *Building a Fully Engaged Team* Course Guide
- The 5 Components of Engagement Scorecard
- Measure Your Leader Behaviors Self-Evaluation
- Create Your Practice Vision
- Coach Effectively
- Individual Development Plan Template
- Onboarding Essentials

Building a Fully Engaged Team - *FastTrack*

COURSE OVERVIEW

Building a Fully Engaged Team is a three-part course that examines all aspects of employee engagement.

Part 1: The 5 Components of Employee Engagement

There are five key components that are needed to create an engaged practice team:

- Fairness
- Value
- Clarity
- Contribution
- Connection

Part 2: 8 Leader Behaviors That Destroy Employee Engagement

There are eight leader behaviors that can destroy employee engagement and may even drive talented employees to look for other jobs:

- Hoarding Information
- Refusing to Trust
- Focusing on Blame
- Not Listening to the Team
- Taking All the Credit
- Having All the Answers
- Lowering Expectations
- Micromanaging

Part 3: 8 Ways Leaders Can Drive Employee Engagement

There are eight ways leaders can build or sustain a team of fully engaged employees:

- Create a Vision for Your Practice
- Organize Collaborative Meetings
- Coach Effectively
- Focus on Learning and Development
- Ask More, Tell Less
- Act Fast When Employees Opt Out
- Hire People With a History of Engagement
- Build an Amazing Onboarding Experience