



Employee Engagement and Team Dynamics

This presentation delves into the crucial aspects of employee satisfaction, engagement, and the dynamics of group and team leadership. We'll explore the impact of employee satisfaction on organizational behavior, the relationship between engagement and shareholder value, and the significance of understanding follower potential. Additionally, we'll examine the characteristics of effective teams and delve into a model for team leadership.

Create by Antoni and Degga

The Importance of Job Satisfaction

Retention

Satisfied employees are more likely to stay with the organization.

Citizenship Behaviors

Satisfied employees are more likely to go above and beyond their job descriptions.

Reduced Counterproductive Behaviors

Dissatisfied workers are more likely to engage in negative behaviors.

The Engagement-Shareholder Value Chain

1

Employee Engagement

Engaged employees are more invested in their work.

2

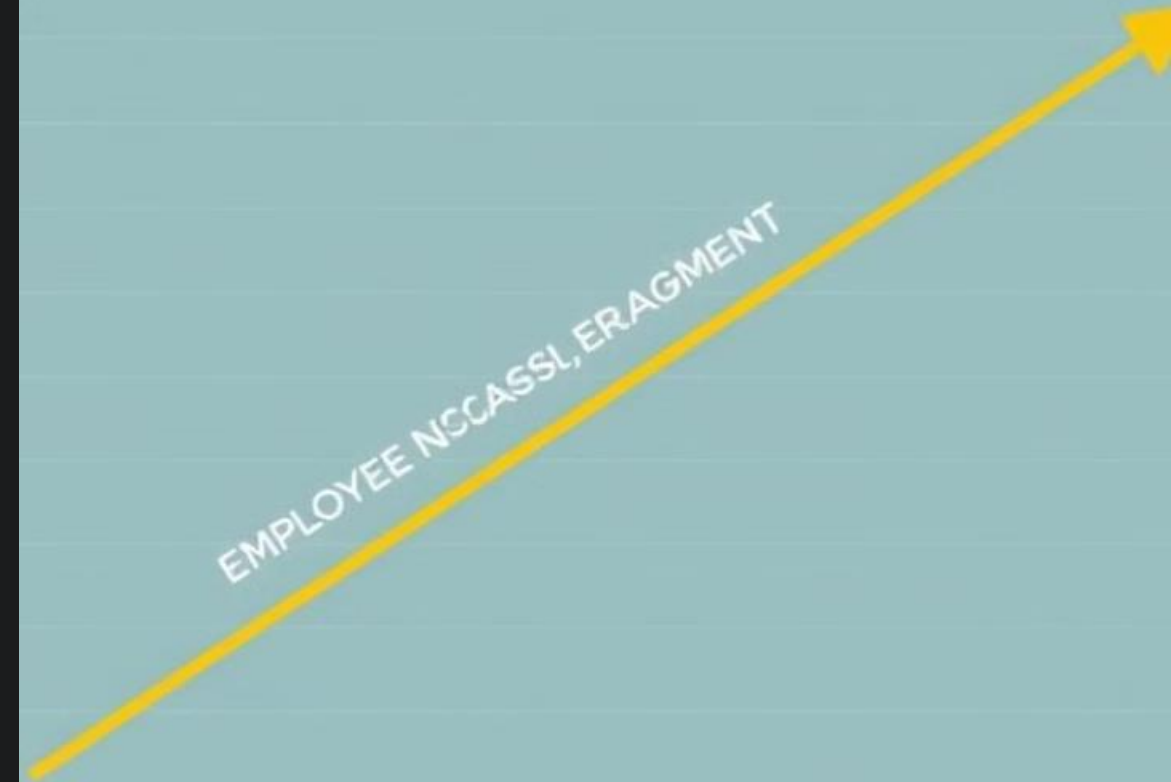
Customer Satisfaction

Engaged employees drive better customer experiences.

3

Business Outcomes

Increased customer loyalty, sales, profitability, and share price.



EMPLOYEE ENGAGEMENT

Employee engagement
drives shareholder value

A photograph of a large, mature tree with a thick trunk and dense green foliage. In the foreground, a small, young seedling is growing out of a mound of dark soil at the base of the tree. The background shows a sun-dappled forest floor with other trees.

Understanding Follower Potential

1 Succession Planning

Identifying and developing future leaders is crucial for organizational success.

2 Data-Driven Decisions

Using data like personality traits, intelligence, and 360-degree feedback can lead to more effective promotion decisions.

3 Avoiding Bias

Relying solely on a leader's judgment can introduce bias into potential evaluations.



The Nature of Groups

A group consists of two or more individuals who interact and influence each other. This reciprocal influence distinguishes groups from mere gatherings. Group members share common goals and engage in activities to achieve them.

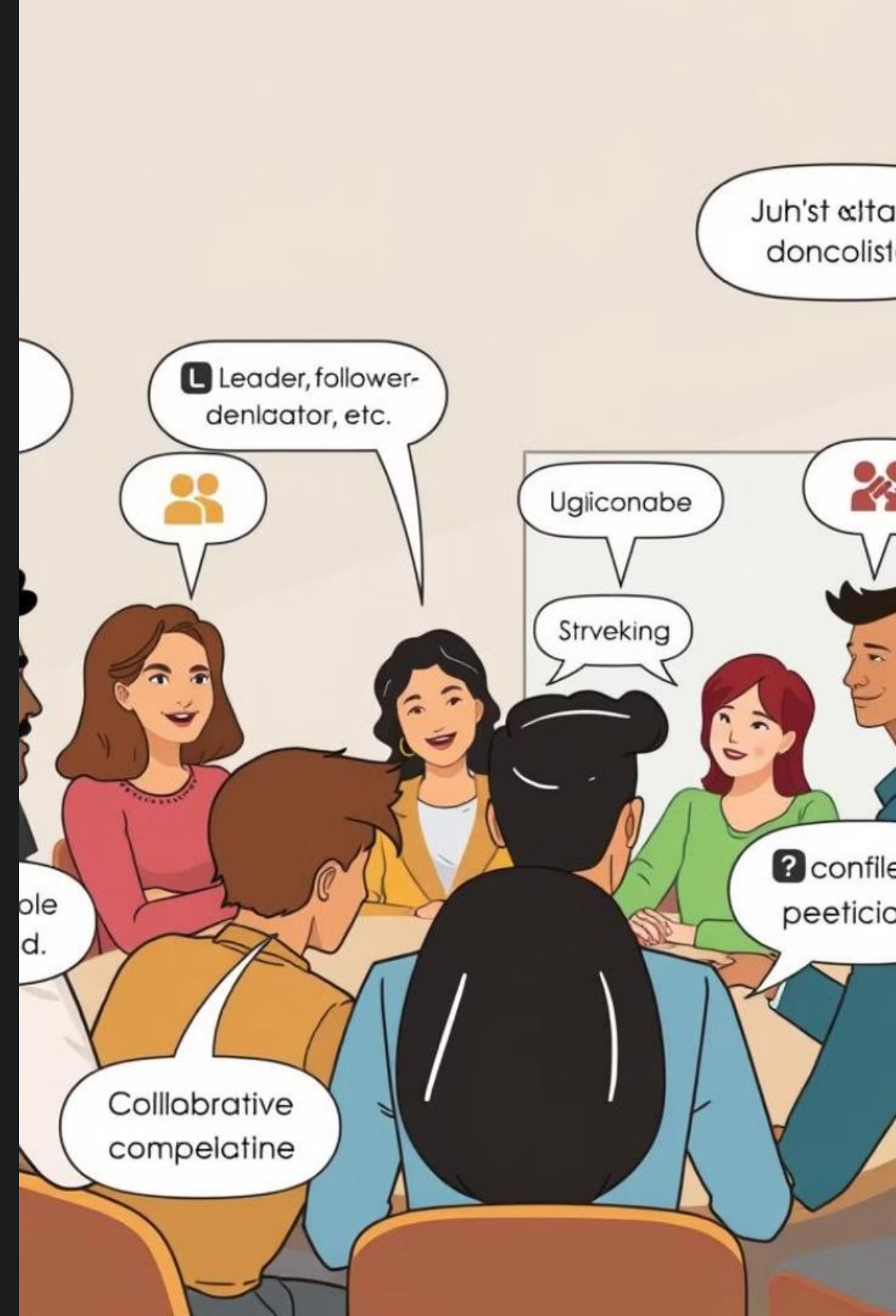
Group Roles and Norms

Group Roles

Sets of expected behaviors associated with specific positions within a group. These roles contribute to the group's functioning and can be formal or informal.

Group Norms

Unwritten rules and expectations that guide group members' behavior. Norms help regulate interactions and maintain group cohesion.



Group Cohesion and Team Effectiveness

Group cohesion, the bond that holds a group together, is essential for effective teamwork. Cohesive groups exhibit higher interaction, influence, and commitment to group goals. Factors like shared values, common goals, and positive relationships contribute to cohesion.





The Team Leadership Model

This model emphasizes the leader's role in understanding and addressing team needs for effectiveness. It highlights the importance of clear goals, effective team design, and ongoing coaching to optimize team performance.

Clear Purpose

Leaders must ensure the team understands its purpose and expectations.

Ongoing Coaching

Leaders provide guidance and support throughout the team's journey.

1

2

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Team Design

Optimizing team composition and structure is crucial.