

**How To Engage People
When You Don't
Have Time**

ODN Conference Oct 20, 2008



Our Top Ten Lists

- Ten reasons why it's important to engage others
- Ten reasons why we don't have time to engage others

ENGAGEMENT

? Important ?
? Evidence ?

N.W. University

loyalty
increased profits



Gallup



Disengaged
passive
do "just enough"
absent/sick
leave the organization!!!

HAY

Study 
+43%
engaged employees
MORE PRODUCTIVE!!

ACTIVELY
DISENGAGED
Undermine
sabotage!!!

not engaged
= 71% !!

Cost
\$350bn



Engagement is a choice

What You Can Do in Under a Minute

- Show appreciation
- Smile
- Encourage
- Small talk

Conversation

What do you care about at work and why?

Six Conversations that Engage

- *The care conversation*
- *The why-it's-important-to-you conversation*
- *The grow conversation*
- *The recognition conversation*
- *The change conversation*
- *The goal conversation*

Things that Take a Longer But Make a Big Difference

- Champion employee goals as if they were your own
- Don't let people fly blind
- Support people in ways that they find important

**Meetings: The most overlooked
fast track engagement
opportunity there is**

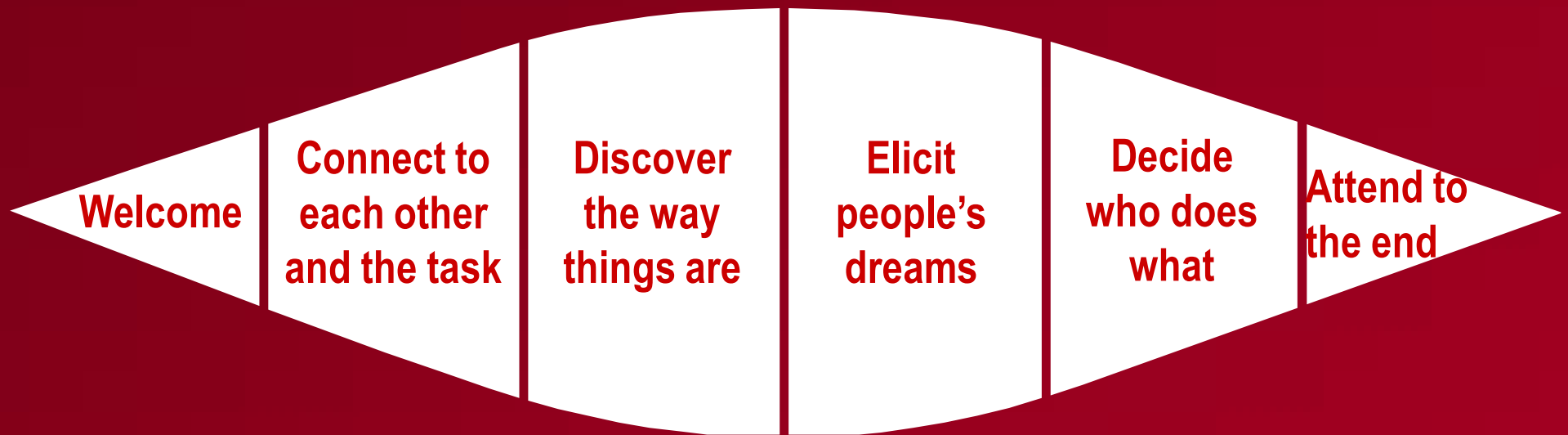
Make Meetings Fun in Under Five Minutes

- Stretch the problem
- Play what if games
- Start with the end in mind
- Conduct pre-mortems

First Aid for Meetings

- Make sure the right people are there
- Ask people what they need to do or say to be fully present
- Ask the watchers what they think is going on
- Know what decision rules are in effect
- Review agreements, debrief your meetings, attend to the end

The Meeting Canoe



If you have ever asked yourself the question,
"How do I get someone to care about what I care about?", then you are not alone.



How to get people
to care about
what you find important.

by Dick Axelrod

www.everydayengagement.com