



Committed Employees

Course Outline and Deliverables

**The Power of  
Knowledge.**

*Our Age of Anxiety  
is, in great part, the  
result of trying to do  
today's jobs with  
yesterday's tools.*

*- Marshall McLuhan*

# Committed Employees

Uncommitted employees are passive, require constant direction, seldom do anything without checking with management, never question the leader, show little enthusiasm or interest in their own jobs/roles.

Committed, robust employees take charge of their own jobs/roles, easily, communicate and debate with their leader on points of direction, vision and action, and are not inhibited from offering helpful, positive feedback to their manager's — when appropriate, with tact and in private.

So how do you know if you have committed employees? Examples of qualities that help define them:

Comfortable to take Initiatives	Self Aware
They Offer Feedback	Motivated
Actively Innovate	Committed

Robust followers are integral to enhancing their leader's skills and central to honing their organization's competitive edge.

**“Embrace your inner follower - – Think being an adequate manager is better than being a robust follower? Think again. Without strong staff, the leader – and the company – will fail to shine”**

**Dr. Howard Book**

# Course Outline

## Course Duration:

This course is a one day workshop style program focused on building the basics for employee commitment.

## Course Outline:

The course is structured as a directly involved work shop; this means that all participants have hands on experience and practice in implementing working strategies for commitment.

- Commitment defined – Commitment is – The personal nature of Commitment
- Behavioural aspects of commitment
- Behaviour in the workplace - Blame versus Gain – Behaviour or Attitude
- The Victim Cycle – Identify it – Break out of it - Communicate
- Committed Organizational Culture – What is it – How to Create it
- Commitment Strategies Part One - Self action plans – Design it
- Commitment Strategies Part Two - Implementation Plans- Making it Happen
- Living with Commitment – Group and individual Maintenance Plan

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