



ENGAGE
& GROW[®]



PROGRAM CATALOGUE

As We All Say,
When We Start to
Engage We Start
To Grow



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RE-FOCUS,
RE-ENERGIZE
AND GROW
YOUR
BUSINESS

DEAR MANAGER

Engage & Grow has touched numerous companies and employees for more than 15 years with its employee engagement-oriented work. We have delivered outstanding benefits to every organisation we have worked with and to their leaders and employees in terms of employee engagement. In the process, we kept learning. We continued to design programmes in line with changing employee/leadership needs and the changing corporate atmosphere. We increased the number of companies we touched and our impact area with our programmes compatible with remote working systems, which became a norm during the pandemic.

In this catalogue you will find detailed descriptions of the Engage & Grow Group Activation System and all the programmes we offer you. Thanks to our comparison table, you will be able to see the details of the most suitable programme for you. Remember that we are as close to you as an e-mail at every step and every question you may have.

Experienced Engage & Grow coaches around the world are ready to collaborate to maximize your company's efficiency

NEUROLOGICAL MOTIVATION

PAIN,
PLEASURE,
REWARD,
PUNISHMENT,
SELF-IMPROVEMENT,
SELF-DIRECTION

CORE HUMAN NEEDS

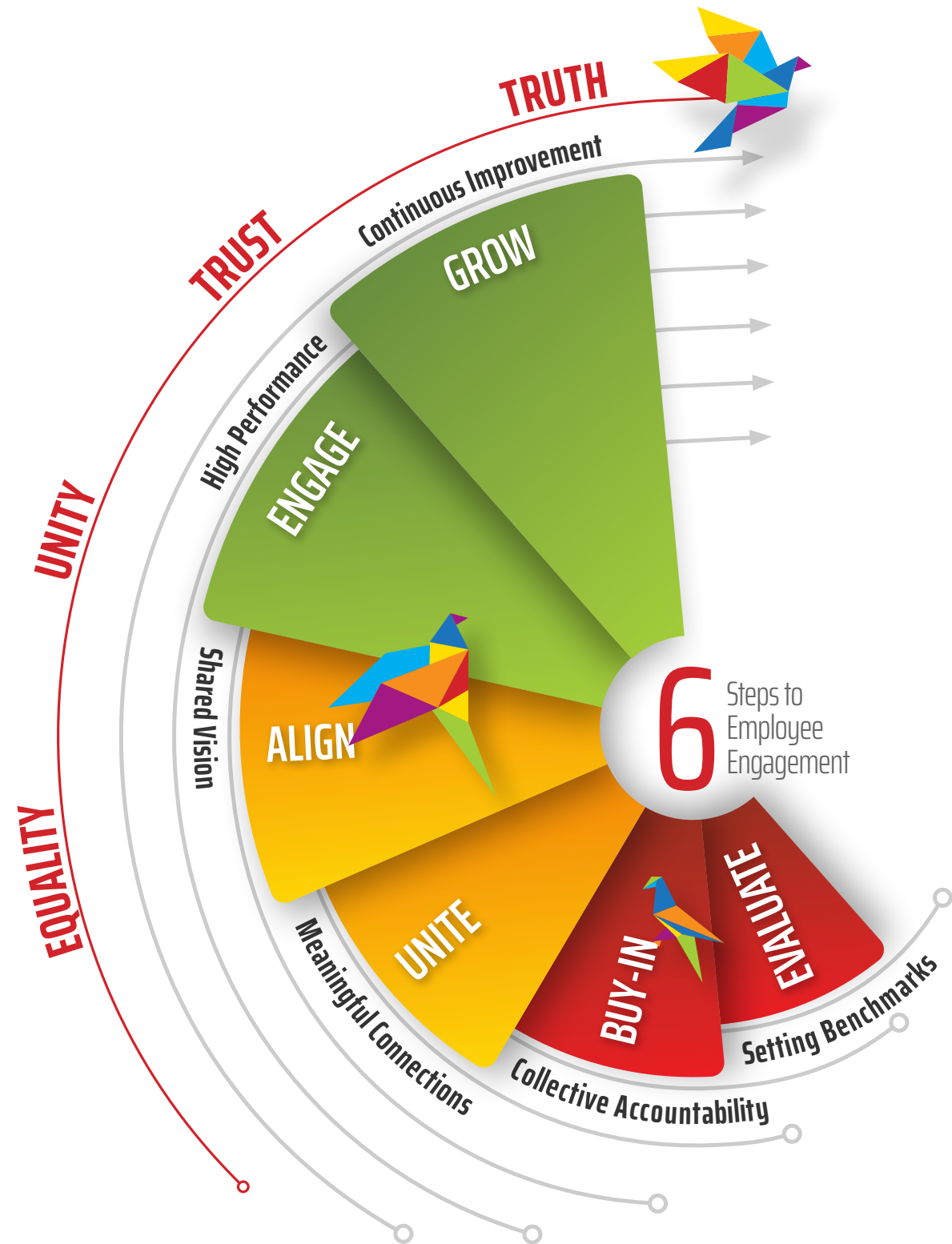
LOVE,
VARIETY,
GROWTH,
CERTAINTY,
SIGNIFICANCE,
CONTRIBUTION

HOW WE LEARN THE QUICKEST

DISCUSSING,
EXPERIENCING,
TEACHING EACH OTHER



UNIQUE 6 STEPS METHODOLOGY: LETS GO GREEN!



As Engage and Grow we present our clients a unique model with 6 steps to provide employee engagement.

EVALUATE

We start this Engage and Grow process by evaluating the current situation of our clients. We listen to them, understand their struggles, and set benchmarks. With our surveys we determine the employee engagement status of our clients. After extensively discussing the engagement results, KPIs of our clients are finalized.

BUY-IN

The second step is to work on collective accountability to make our clients buy into change in the organization.

UNITE

We support collective buy-in with providing the participation of everyone in the group. Accordingly, we provide making meaningful connections, building strong relationships and uniting the individuals as a team, step-by-step.

ALIGN

As a natural consequence of the previous steps, the group now has a shared vision. They all know that they are on the same ship and know where the ship is headed. They all want to row in the right direction at the right time in the right way, in sync. Alignment is a very crucial prerequisite for team engagement.

ENGAGE

This step is for further engagement of the team. They are able to work collaboratively for achieving significant outcomes and the highest possible performance.

GROW

Now the group has started working as a team with strong relationships in a trustworthy environment. They make more objective assessments about themselves, analyze situations more consciously so as a result set meaningful goals. Therefore, it is time for the organization to grow the business with continuous improvement.

This is what makes up special

During these 6 steps, the group starts out with the principle of equality and continues with unity within weeks. With the establishment of a reliable environment within the group, the way to growth is opened.

GROUP PROGRAMS

Re-focus, re-energize and grow your business

Engage & Grow will re-focus, re-engage and re-energize the most important asset to your business – your people. We do this by challenging the norm. We go beyond the old training and workshop program methods. Our approach is the ‘Group Activation System’ – a 12-week, 6-steps program. Aimed to improve employee engagement, performance, leadership and culture within an organization.



Feel the power of our Group Activation System!

We have three programs available for your teams.

After completing the group activation system, your organization can expect...

- A Powerful United Culture
- Improved Customer Engagement
- Lower Absenteeism
- Dramatically Increased Profitability & Growth
- More Time for Business Owners & Managers
- Fewer Human Errors
- Significantly Decreased Employee Turnover
- A Fun & Re-energized Work Environment

RED BELT PROGRAM

Our flagship program builds high levels of trust within the organization and re-energizes employees.

Red Belt Program can be run in-house or online. All meetings are designed to captivate and entertain your key people, whilst strategically developing new habits and behaviors.

It's designed to take the day-to-day pressures off the business owner/s and managers. Our Engagement Coach will be there to manage and lead the entire process from start to finish.



WHAT MAKES OUR PROGRAM DIFFERENT?

- Develops leaders on all levels
- Holds everyone publicly accountable to deliver agreed outcomes
- Tangible measures to demonstrate growth & ROI
- 99.5% of participants highly recommend this program
- Scientifically and neurologically designed over 9 years
- **This is not a workshop – it's an all action-based program. There is nowhere to hide!**



WHAT OUR CLIENTS ARE SAYING:

“This program dramatically improved our bottom line profitability by an impressive 47%. Game changer!”

Toby Edmunds, Ceo, Loan Market Franchisee

“This Engagement and Culture program was huge for us! By engaging 25 team members, it allowed the company to achieve it's best sales month in seven years.”

Brayden Haynes, Ceo, Full House Group

HOW IT WORKS

- Gather the business leaders (up to 12 staff)
- We customize programs to meet each organization's needs
- Follow our 12 weeks program – all action, no pens & paper
- Impact every staff member and every customer

IN SHORT, RED BELT

- Engage & Grow's world-renowned employee activation programme.
- A special experience where we start a great energy flow, change behavioural patterns and you will feel the effects in the short term.

BLUE BELT PROGRAM

Tangible change tangible progress

Engagement is a fitness and like any fitness it requires a maintenance regime. This programme is designed to sustain the success developed in the Red Belt programme. You have finished the sprint, now it's time to lock the changes in. For the future growth of your business and people.

In the Blue Belt program, our coaches guide routes of teams from heart to brain. The behaviours that tend to change thanks to Red Belt permeate the atmosphere of the company throughout the process.



HOW IT WORKS

The teams that meet once a week in the Red Belt marathon begin to meet every two weeks with this program. The Blue Belt program, which is done online and face-to-face according to the preferences of customers, makes the desired cultural change tangible.



WHAT MAKES OUR PROGRAM DIFFERENT?

- You hear the effects of your cultural change in the thanks of your customers.
- Percentage increase in employee engagement is reflected in all your business results.
- You get your investment back at an extraordinary speed.
- After Blue Belt, not only the team's engagement but also their appetite for innovation increases.
- You become ready for new breakthroughs, new products and new challenges.

WHAT OUR CLIENTS ARE SAYING:

"I would recommend Engage & Grow to any business serious about transforming vision and mission statements from words on the wall into a living culture."

Matt Hall, General Manager, Telstra Business Center

"This program has single-handedly made the most difficult and necessary changes to our business. Now our people are excited to be at work. Now our people genuinely care about everything!"

Adrian Harris, Gm Harris & Thorn Plumbers

IN SHORT, BLUE BELT

- The programme in which we make the gains obtained through the Red Belt programme a part of the culture.
- Increased employee engagement leads to increased productivity, happy customers, innovative thinking and improved business outcomes.

BLACK BELT PROGRAM

Get ready for the best

This Master program takes your business to the next level. You have an engaged, profitable and committed team. Now what do you need to do to be Number 1 in your industry? We facilitate this long term and sustainable growth programme so you can have the business of your dreams, not just a job!

The most important difference from other programs is that you reach the desired point in employee and team engagement.



WE RUN 2000+ Programs!

It does not matter what industry you are in, what role you play or what size your business is, the Group Activation System is having big impact!

Red, blue and black belt, all proven employee engagement & culture programs are action-based and neurologically designed to increase profit, productivity & leadership.



ARE YOU READY TO CHANGE ALL THE FIGURES?

Here are some of the research findings of what you can achieve with your highly engaged employees and teams:

- 41% reduction in absenteeism.
- 17% increase in productivity.
- 70% fewer safety incidents.
- 59% lower turnover.
- 21% increase in profitability.

WHAT OUR CLIENTS ARE SAYING:

“The Engage and Grow programs that Uniformes La Providencia participated in at the Management level was very useful for us.

It helped us to integrate as a Team. The Coach has great knowledge of the subject and there were a variety of exercises...

I would recommend this type of training to other companies interested in create a high performance culture.”

Rafael Vega Robles
Administrative Director, Uniformes La Providencia

IN SHORT, BLACK BELT

- Your employee engagement is through the roof! Now it's time to become the number one in your field of activity.
- You have everything you need to do better.

LEADERSHIP PROGRAMS

Gartner recently conducted an annual survey of more than 800 HR leaders to identify some of the top priorities for HR going into 2023. According to the results, “leader and manager effectiveness” is the top trend among HR leaders, who are also prioritizing organizational design, change management, employee experience, recruiting, and the future of work.

Develop your leaders with our extensive programs & create an engaged workforce. Leaders aspiring to create more engaged teams are encouraged to inquire about...

Leadership is the key to employee engagement

Why leadership programs?

- Become an even more influential leader
- Build a great culture
- Experience increased productivity from their team
- Get buy-in from their team and stakeholders
- Quickly become highly respected
- Increase the care factor of their employees
- Get better results from their team



LEADER OF LEADERS

Leadership & Communication Program

As of now, only 20% of workers worldwide have managers who enable the behaviors of engagement. How leaders manage their employees can substantially affect engagement levels in the workplace, in turn influencing the company's bottom line.

In any company, engagement comes from the top. Employees look to their organization's executives to set a tone and expectations. They know that company leadership determines whether engagement is important, or even if it matters at all. Engage and Grow's Leadership & Communication Program is designed to empower you to move your company into the top quartile. This way, you too can realize all of the amazing profitability gains and other benefits that come from a fully engaged workforce.



HOW IT WORKS

- Weekly or bi-weekly meetings
- Customized program to meet individual needs
- 16-weeks program – all action, no theory
- Impacts every one of your key stakeholders

LEADER OF LEADERS

WHAT MAKES OUR PROGRAM DIFFERENT?

- The fastest way to develop leadership skills and communication
- Personalized and focused on weekly wins
- Tangible measures to demonstrate improved relationships
- Scientifically and neurologically designed

WHAT OUR CLIENTS ARE SAYING:

“We used different methods, and we had a lot of chat, reflection and exchange of ideas.”

“I think the biggest difference in this program, compared to other consultancies, is that the focus was on practice.”

Tiago - CRK - Sales Manager

“The results were incredible, which I can sum up in a single word: self-awareness.”

“It stimulates a new way of thinking and acting.”

“This program made me realise that the answers I was looking for were actually inside me.”

Ricardo - CRK - Development Manager

IN SHORT, LEADER OF LEADERS

- LOL Program develops leadership skills which in turn makes all the difference in your organization as it helps you plan strategies for improving the overall health of the workforce!

ACHIEVERS CLUB

Achievers-Creators-Executive

Achievers Club is designed to experience new ways to engage your team online, to demonstrate and increase inclusiveness for remote employees, and to develop awareness on executing your personal goals with Engage & Grow's extensive experience in employee engagement and culture. This program is for individual or team accountability enriched with Engage & Grow's proven and tested strategies, processes and resources to help you transform yourself, your team, or your company.

We like to call this program an "ongoing journey". With 2 more complementary programs, "Creators Club" for additional activities and "Executive Club" for more advanced activities: Develop awareness and create positive habits; engage and enjoy with Global Engagement Experts!



ACHIEVERS C L U B

What you can expect:

Achievers INSPIRE CHANGE

- An online program for individual and team accountability
- Align short-term business goals with a full 90-day plan
- Intro to team activation with proven E&G methods
- Enhance leadership practices with inspired regular actions

Creators TAKE THE LEAD

- The point of accepting and seeking out constructive feedback to improve
- Generate new ideas and develop through sharing
- Establish acknowledgment and recognition practices
- Having a clear course of action for 30, 60, and 90 days and follow up the plan

Executive GOING DEEPER

- Reinforcement to stick. Build in opportunities to reinforce learnings on engagement, communication & connection
- Deep dive into engagement tools: To make eagerly showing off their new-found knowledge and behaviors
- For fellow participant's challenges: Create, recommend and share new ideas
- Planning next! Having the document that articulates intentions for the next 90 days

IN SHORT, ACHIEVERS CLUB

- It is beyond chalk and talk, but a cooperative learning experience. Engage in Achievers, Creators and Executive Club Programs and let our Coaches guide your team's growth.

ADVANCED PROGRAMS

To survive and thrive in today's business world, the importance of attracting and retaining the right talent is increasing. Our expertise, employee engagement which means the involvement and enthusiasm of employees in their work and workplace, has emerged as a critical driver of sustainable success.

Continue your journey of cultural transformation with our Advanced Programs

We provide unique performance & culture solutions through advanced employee engagement programs by aligning your team around what you need to do and how you need to do it. They can add significant value to your organization. With our advanced programs: Teams build trust in each other, and feel a more profound sense of belonging. It also develops accountability, and a great way to refresh your team about company culture and values. Under this category, programs focus on "specialists or specialized subjects" therefore tracking KPIs, evaluating the effectiveness of any on-going program is vital to us.

Meet with our advanced programs that is to study certain subjects in greater depth, allow learning by doing, with our unique group activation system, a superb way to stay on top of your work and its progress.



CREATE CONNECT REWARD

Company Wide Employee Engagement Program

In organizational culture transformation, one size does not fit all. This is the journey of transformation:
Transformation of your leadership, your team, and the specific challenges you face...

This powerful and unique company-wide program will transform your business culture and turn it into a hive of connection and creativity. Create Connect Reward Program will be led by your employees who have attended to Red Belt Program.

This program directly impacts between 25 – 125 employees all at once over a 10-week period. And hundreds more indirectly. The program begins with the identification of development areas in your company together with your employees. The created project groups work for each area.



HOW IT WORKS

- 25 to 125 participants
- Meet 1 hour per week then all information is shared online for all to see
- Impacts every staff & eliminates silo mentality
- Project-focused teams & outcomes
- All action, no pens & paper

The journey to transformation

The CCR Program inspires your employees to thrive, give their best efforts and achieve extraordinary results in the selected areas, to architect and shape solutions. It will instantly create higher levels of engagement and more leaders. That is building a company culture to guide you and your employees toward success.

There's no debate that engagement is important to people's satisfaction and productivity at work. Our Certified Employee Engagement Advisors will be there to manage and lead the entire process from start to finish.

IN SHORT, CREATE CONNECT REWARD

- With CCR, employees decide, understand and execute, what is expected of them, the goals they're trying to meet, and how they contribute to the team's success.
- And that's how companies boost the bottom line!

WOMEN'S LEADERSHIP PROGRAM

A sustainable future is possible with female leadership

Engage & Grow Women's Leadership Program for women leaders increases employee engagement and naturally supports your profitability and productivity. It is designed to increase leadership behaviors and strengthen the path for the progression and promotion of talented women.

Economic data supports having more women in senior positions. Greater representation of women in senior and management roles means financial success and longevity for the organization. Catalyst studied 353 Fortune 500 companies and found companies with the highest representation of women in senior management positions outperformed those without, demonstrating a higher return on equity and to shareholders by more than one-third.



WOMEN'S LEADERSHIP

HOW IT WORKS

The Women's Leadership Program is implemented based on Engage & Grow's signature program, Red Belt, which provides an average engagement increase of over 300 percent worldwide.

- Current or emerging leaders are selected to participate (5-12 people)
- Group members transition through stages, developing unity, leadership thinking and new agreed behaviors
- Group meets weekly or fortnightly
- Benefits are experienced across the organization, extending through to the service providers and end users

IN SHORT, WOMEN'S LEADERSHIP PROGRAM

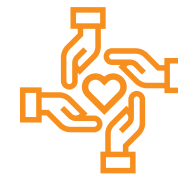
- This program, bringing together women leaders is designed to enable them to develop greater influence by thought-provoking sessions. Helps them successfully move onwards and upwards!

DIVERSITY, EQUITY & INCLUSION PROGRAM

Excellence is inclusive

This proven Diversity, Equity & Inclusion Program is action-based & neurologically designed for superior communication, culture & well-being. We want you to look at it from a very fundamental point of view. When people from different parts, ethnicities, traditions, and social structures come together, they bring new and unique ideas to the table. They offer a fresh perspective on matters and more ways of problem-solving. The combined result is a much-needed global outlook to matters at hand.

When there is a diverse, fair, and equitable culture, a more innovative, creative, and engaged workforce emerges. Inclusion is the binding force that will hold all the elements decently together. Diversity is only sustainable when organizations succeed in creating a sense of belonging for all employees.



Diversity, Equity
and Inclusion
(DEI)



We help create a positive workplace culture which in return provides:

- A powerful & united culture that raises collaboration
- Increased acceptance of different views, backgrounds & culture
- An ability for employees to feel safe, respected & connected
- More drive to achieve goals, learning & development
- Significantly decreased absenteeism & staff turnover
- Faster innovation & overall excellence
- A fun & energized the work environment
- For a feeling of belonging as well as increased optimism
- Improved customer/client engagement
- A solid foundation for embracing change

HOW IT WORKS

- Gather the sales (& marketing) teams (up to 12 staff)
- We meet to find out exactly what you want to achieve
- Your team then follow our 12 weeks challenge – all action, no pens & paper required!
- Scientifically and neurologically designed over 9 years
- A fun, powerful, and nontraditional program

IN SHORT, DIVERSITY, EQUITY & INCLUSION PROGRAM

- DEI Program created with Engage & Grow's unique methodology is crucial to build a safe and equitable workspace for all employees.
- It benefits company culture.

SALES TEAM PROGRAM

Improving sales performance with employee engagement

In the competitive world of sales, team engagement is hugely important. We define employee engagement as the emotional commitment and a willingness to give your best at work. Employee engagement is when we give effort and go the extra mile, and that's what drives results.

Companies with engaged workforce create:

- 10% Higher customer engagement
- 17% Higher productivity
- 20% Higher sales
- 21% Higher profitability
- 23% Higher customer loyalty



Our program will transform your sales, leadership, and culture in only a matter of weeks.

- The 12 Week Sales, Leadership & Culture Challenge can be run in-house or via video link. All meetings are designed to captivate and entertain your key people, while strategically developing new sales, habits, and behaviors.
- It's designed to take the day-to-day pressures off the business owner/s and sales managers. Our certified advisors will be there to manage and lead the entire process from start to finish.

IN SHORT, SALES TEAM PROGRAM

- Sales Program focuses on identifying areas for improvement and reinforcing behaviors that lead to success. It can transform performance!

WELCOME PROGRAM

Welcome new employees with our orientation program

The Welcome Program, successfully implemented by Engage & Grow coaches all over the world, will be an integral part of your company's talent management processes. Do not let alignment issues, especially in mass recruitment processes; negatively affect your employee experience processes.

Offer your new employees a seamless onboarding experience online with the Engage & Grow Welcome Program.



Why use Engage & Grow's Welcome Program:

- Experience new ways to engage your new employees online
- A great opportunity for a company to make a positive first impression on newly hired employees in the absence of office tours, meet & greets with new teammates
- Demonstrate & increase inclusiveness, nurture opportunities for new hires to connect with one another
- Make new employees feel like they've made the right decision in joining your company; reach their full potential & productivity quickly
- Enjoy a program from Global Engagement Experts

How we will help you facilitate this process:

- An online program to provide employees with a proper introduction to your company, what's expected & where they fit into overall goals
- Equip new employees with creating a full 90-day plan u Team activation with proven E&G methods to build relationships that they feel like they can expand on
- Enhance leadership practices with inspired regular actions
- Create, recommend & share new ideas for fellow participant's challenges
- Establish acknowledgment & recognition practices u Foster creative thinking and self-expression

IN SHORT, WELCOME PROGRAM

- Program serves as an important element of the new employees' organization integration. It will help not only in the retention of employees but also in the increases in employee productivity. Have lower turnover rates!

SPECIAL PROGRAMS

We deliver programs tailored to your needs. Meet two Engage & Grow programs focus on specialists and specialized subjects



Sports Team & Organization

The secret to winning teams: Willing participation and Engagement

You may be thinking that the concept of commitment is borrowed from the business world. However, Engage & Grow's world-proven loyalty programs are based on the idea of maximizing the performance of athletes. Engage & Grow Sports Team & Organization Program: Suits every sporting club, demographic, personality, and culture; nearths all team challenges, not just the management issues.

Principals, Teachers, & Pupils

Invest in teacher leaders for a sustainable future

Engage & Grow Principals, Teachers & Pupils Engagement & Culture Program guaranteed to transform your institution's culture. It's designed to take the day-to-day pressures off of the teachers and managers, and empower pupils and staff to take ownership, accountability, and responsibility. Our Engagement coaches will be there to manage and lead the entire process from start to finish.

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PROGRAMS**

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TRAINING PROGRAMS

Train and certify your internal employees so you have constant access to Engage & Grow expertise and continue the employee engagement work you have already begun.



Three Level Certification Employee Engagement & Leadership Program

Engage and Grow Employee Engagement & Leadership Certificate Program is open to; HR Professionals, CXO level leaders, Coaches & Consultants & Trainers, Entrepreneurs and employees that are interested in Employee Engagement. Certification training is three days in total and each day has a separate content. The first one gives comprehensive answers to the question: WHY engagement? The second answers WHAT is engagement? And the third answers HOW can we improve engagement? Therefore, this Program has 3 critical goals for the participants: Understanding Employee Engagement thoroughly, Enhancing Leadership Skills, Becoming an authority in this field. At the end of Three Level Certification Employee Engagement & Leadership Program, "certificate of attendance" is given at the completion of continuing program to validate attendance.

White Belt Employee Engagement & Cultural Program

Experience the change created by Engage and Grow. White Belt is an impactful program for 5-35 employees. It allows you and your team to 'dip your toe in the water' and experience the impact of the Engage & Grow program. The workshop activates participants to act and think innovatively about the business. Learn about the tools needed to grow your business.

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