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TheEA.org



# Managing for Employee Engagement

Based on the book by *Patrick Lencioni*,  
*"The Three Signs of a Miserable Job"*

the **ea!**

The Employers' Association  
**Empowering learning excellence.**

In a recent report from Mercer, 37% of workers surveyed, regardless of satisfaction levels, are seriously considering leaving their organizations. This reflects the ever-changing and evolving talent landscape that all companies must navigate these days.

### **Patrick Lencioni's "The Three Signs of a Miserable Job":**

"*Managing for Employee Engagement*", is a dynamic and interactive training based on Patrick Lencioni's book, "The Three Signs of a Miserable Job".

Participants use **Lencioni-based tools** to learn about their own managing style, and how to use proven engagement-enhancing strategies to keep top talent and encourage the disengaged to take the next step.

### **Description of Deliverables:**

In this half-day workshop, managers explore the effects of job misery on their direct reports, themselves, and their organization.

They use the results of a self-assessment (that they take during the session) to identify the ways in which their behavior might cause employee misery, and they learn simple yet powerful techniques for making employees' jobs more fulfilling and more productive.

### **This workshop helps managers learn the following:**

- The difference between a bad job and a miserable job
- The three underlying factors that make a job miserable, as presented in the Three Signs of a Miserable Job model (*Anonymity, Irrelevance, and Immeasurement*)
- The cost of job misery and the benefits of reducing it
- How susceptible they are to each of the Three Signs – their strengths and weaknesses as managers
- How to know whether their direct reports might be miserable
- Real world strategies for improving job satisfaction by eliminating the Three Signs.

**Pricing:** Contact us for a price quote (discounted for EA members) and a full proposal.

### **What our customers are saying...**

"We have a companywide initiative to ensure that our staff is fully trained in the area of respect and customer service, not only to our patients and families, but to each other as well. Dave Tippett of The EA came on-site to present Respect in the Workplace. He was here numerous times so that 350 employees could attend. His presentation style is fun and engaging, and he provides great content. Our staff who have gone through the EA's seminars have given really good feedback regarding the content as well as the instructors, all of whom are industry experts."

Michelle Power, *Director, Human Resources*  
**Hospice of Northwest Ohio**



### **Meet your trainer!**

**Dave Tippett, PHR, SHRM-CP** (dave.tippett@TheEA.org)  
Director, On-Site Learning and Consultation

Dave is well-known in the Northwest Ohio and Southeast Michigan business community for his enthusiasm, training creativity and commitment to helping people work better, together. He provides customized training content, delivered with an innovative and interactive approach. Dave spent 10 years as a practicing HR manager. He has trained for companies like Cooper Tire, Whirlpool,, General Motors, Sauder Woodworking, Campbell Soup and many, many others.