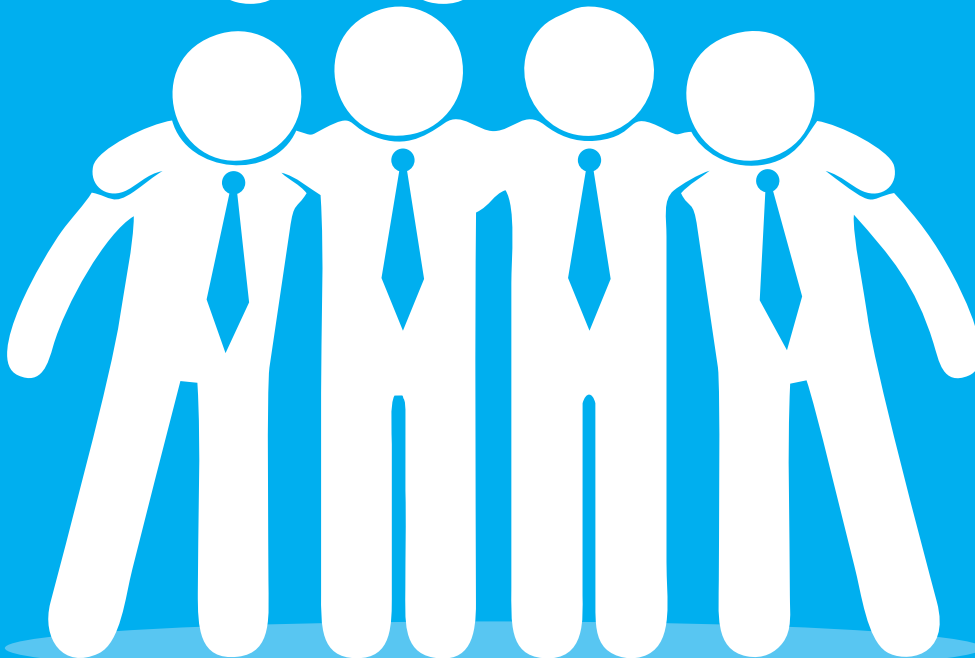


Based on Content from
Arthur F. Carmazzi

“The ability to do more than expected
does not come from influencing others
to do something they are not committed to,
but rather to nurture a culture
that motivates and even excites individuals
to do what is required for the benefit of all.”

- Arthur F. Carmazzi -

Employee 
Engagement



EMPLOYEE ENGAGEMENT

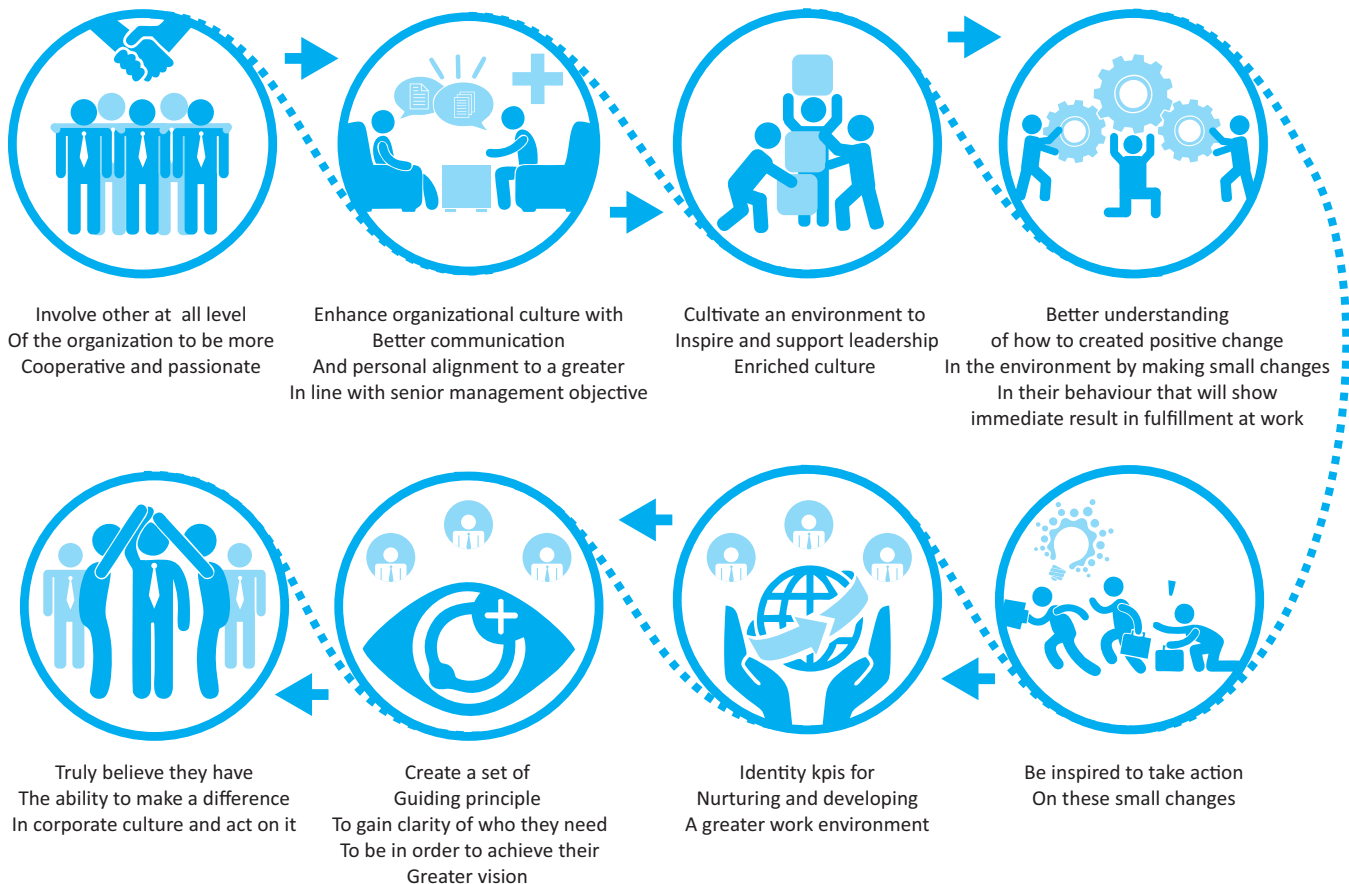
An Organization’s Culture is its Personality and Attitude. For an Effective and Passionate Culture, employees must be aligned with a common vision they truly believe in. The difficulty is the creation of that common vision that breeds cooperation and a sense of personal ownership. Most organizations impose a vision created by senior management and expect others to “buy in”.

PROGRAM OBJECTIVES

CHANGE MANAGEMENT AND CULTURE CHANGE

With a group of 12 to 15 people, do a step by step implementation program that will affect the entire organization to be more effective and aligned with greater organizational vision. The program objectives are met through an Experiential Process applying the psychology of self and group over the period of one week.

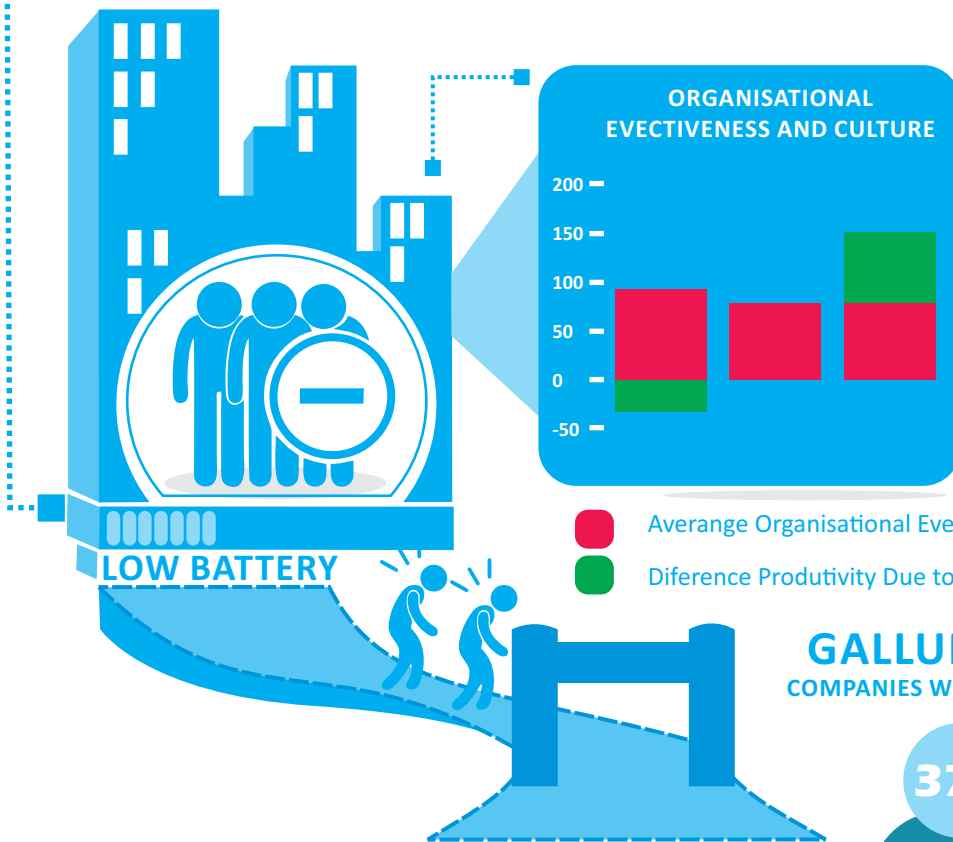
A SUCCESSFUL PARTICIPANT WILL BE ABLE TO:



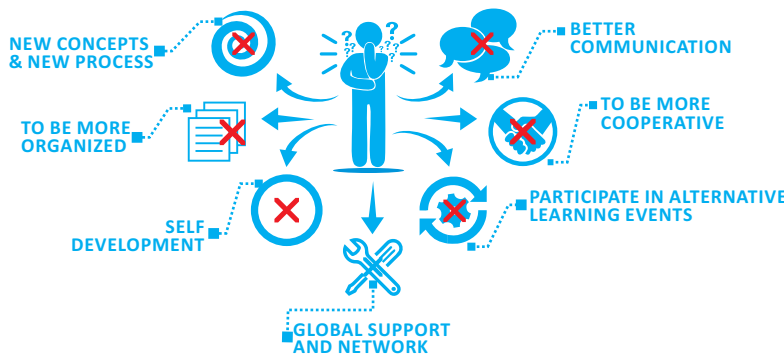
WHY MORE ORGANIZATIONS CHOOSE DC PSYCHOLOGY BASED TRAINING PROGRAMS

Directive Communication (DC) is a training and organisational development psychology developed by Arthur F Carmazzi that affects how people act and react in teams and how that affects individual performance. It is a foundational science for influencing team dynamics to cultivate high performance cooperative team cultures and bring out greater individual potential.

■ Organizations could be **LOOSING UP TO 52 % of productivity potential. A DCI study :**



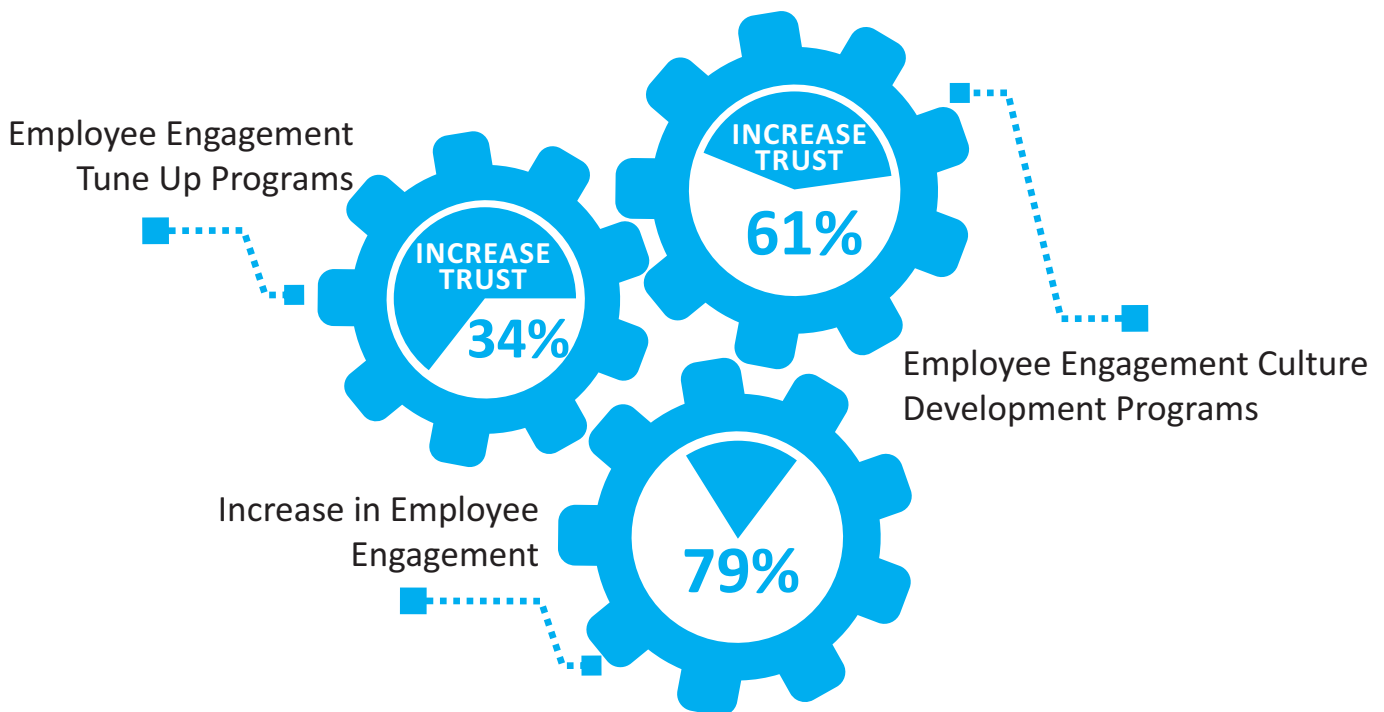
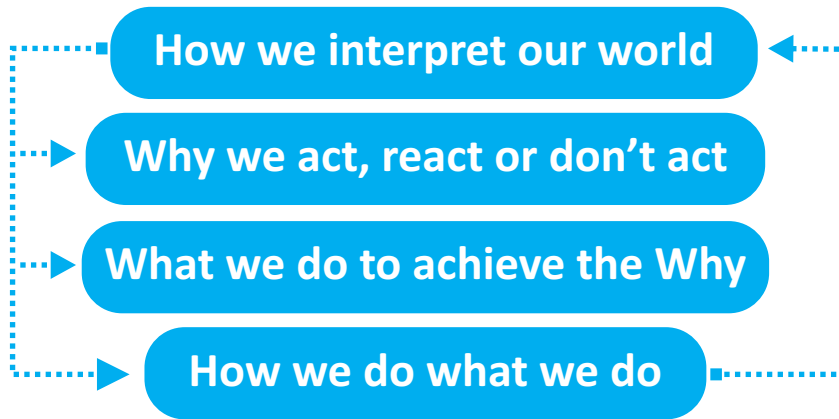
The Study Indicated: Where the mean is 100 people doing the work of 100 people, in a poor culture, 100 people did the work on 68. in a good culture, 100 people did the work of 152!



GALLUP SURVEY REPORT COMPANIES WITH HIGH EMPLOYEE ENGAGEMENT



EMPLOYEE ENGAGEMENT PROGRAMS PROGRAMS APPLY THE PSYCHOLOGY OF ENVIRONMENT



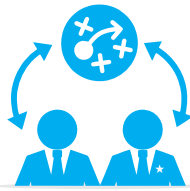
Engaged organizations grew profits as much as three times faster than their competitors. They report that highly engaged organizations have the potential to reduce staff turnover by 87% and improve performance by 20%. *(Source: Corporate Leadership Council)*

PROCESS

INITIAL PREPARATION



Discovery of issues affecting the organization and who the Key Influencers are. Metrics are set



Strategy session with Senior Management to determine guidelines for changes and KPIs

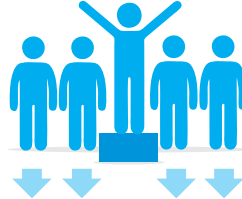


One day Change Leadership workshop for Senior Management to sustain and manage change

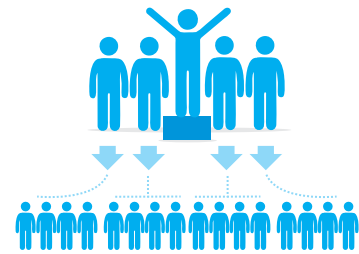
WORKSHOP BEGIN



Knowledge is shared in the one day workshops with Key Influencers. Exercises and reflection form new perceptions and the REAL possibility of creating a Great Working Environment



Key Influencers go to enroll their peers and managers in the idea of a better working environment and the process to make it happen



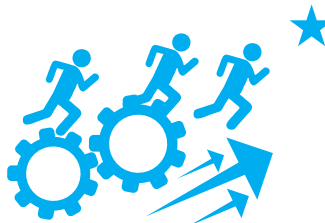
Key Influencers get feedback as to what kind of organization they wish to create, share knowledge and help peers and managers with exercises to gain new perceptions. Together, they lead the formation of Guiding Principles for sustainable change



Employees review key points with interactive online learning



The entire organization takes CBCI communication assessment online



The changes employees will make are in-line with original Senior Management Guidelines that were set BUT everything they came up with is their own and they have ownership



Employees gain a unified identity and vision to improve their lives and personal success Through Work

A Leadership Development Initiative that Polishes Good Leaders into Great Leaders



CLIENT SPEAK



"Arthur has far exceeded the expectations we had for this exercise. His process for developing a vision and mission seemed unorthodox but delivered more than projected. The exercise determined a clear strategic direction and unified key stakeholders to make a notable difference in the project's success. We will be using Arthur again in future projects and recommend him with high regard."

Joseph Lo
Senior Project Advisor
UNDP (United Nations Development Program)



"Captivating, Motivating and Inspiring! Make us realize the value of leadership not only within our immediate surroundings but well beyond. Prompts us to earnestly search for our real purpose in life and that alone can make a difference in our organization family and society."

Shailen Sreekeessoon
Team Leader, Strategic Planning and Research
State Bank of Mauritius Ltd

Employee Engagement



John Hancock

Arthur Carmazzi Directive Communication is one of the best transformational courses I have attended. It has many practical applications and interactive exercises that scientifically illustrate how we can improve results and performance. Using this makes a big difference to motivate yourself and continue to influence the behavior of the organization. I would recommend this to anyone wanting to make a difference.

Lance Tay
Deputy CEO
John Hancock Life Assurance

Certified by :



Recommended by :



Accredited by :



Singapore • Seattle • Shanghai • Bali
Kuala Lumpur • Bangalore • Dubai