

Engagement and Developing Others



Session Overview

Engaging and Developing Others is a core leadership capability that drives performance, retention, and innovation. In this session, participants explore how leaders can foster engagement and development at the individual level through feedback, empowerment, and acknowledgment. The concept of psychological safety is introduced as a foundation for growth and trust. Practical tools are provided to better understand team members, support their development, and create a culture where people thrive.

What Participants Will Gain

- A clear understanding of what employee engagement looks like and why it matters
- Insight into the manager's role in shaping engagement and development outcomes
- Insight to balance empowerment, delegation, feedback, and acknowledgment using the 'Two Sides of the Same Coin' framework
- Awareness of how emotional regulation and workstyle preferences influence leadership effectiveness
- An introduction to psychological safety and its role in enabling feedback, innovation, and resilience

Duration Options : 60 minutes, 2 hours, or half day.

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713.705.3815



barbara@acceluspartners.com

www.acceluspartners.com