



**Inspiring team !**



# Agenda

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- The powerful balance
- Key factors for high engagement
  - Simple best practices
  - Individual action plan
    - Questions
    - Conclusion

# Where is my attention ?

Me Us It

ME

US

IT



# Management intentions



# How to reach high engagement from your team ?

Inspired by Herzberg model



## Dissatisfaction factors


- Salary
- Work conditions
- Working time
- Interpersonal relations

**HIGH  
ENGAGEMENT**

## Motivation factors

- Team spirit
- Gratitude
- Interest in the job ( meaning, significance )
- Responsibility
- Autonomy

➔ Good for long term benefits !

The background of the slide is a photograph of a futsal court. The court is made of dark wood and has white lines. There are several players on the court, some wearing red jerseys and some wearing white jerseys. The players are positioned in a way that suggests a game in progress. The background is slightly blurred, focusing attention on the text in the foreground.

*Please write on a piece of paper :*  
**According to you,  
in a scale from 0 to 10 :**

- What is the global level of dissatisfaction of your team ?
- What is the global level of motivation of your team ?

# Motivation factors

Team spirit



1 Team 1 Dream



Team main values



Cheerful moments



# Motivation factors

Gratitude



Gratitude



Reward



Positive feedback



Celebrate



# Motivation factors

Interest in work (meaning, significance)



Clear goal



A sense of general interest



Proud of the institution

# Motivation factors

Responsability & autonomy



Trust



Decision making

# What awareness are you raising ?







# Your individual action plan

What fruits are within reach that you can take ?



# Questions



# Your last word







**Thank you and see you soon !**



**TIME TO SAY GOODBYE**

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**September 27th: Embracing evolution**

**September 30th: Become partner with your emotions**

**October 7th: Ramping Up Mindfulness**

# References to go further

- Me Us It – How to feel at my best – Conference 21st of May : [Renouveau & Démocratie - Alexia Saulais - How to boost my energy daily? – YouTube](#)
- Article : [Management à distance : comment le réussir en 2021 ? – Cadremploi](#)
- [How to Collaborate Effectively If Your Team Is Remote \(The Explainer\) - YouTube](#)