

A background image of space. On the left, the curved horizon of Earth is visible, showing a blue atmosphere and white clouds. The rest of the image is a dark field of stars of various colors and sizes. A bright light source, likely the sun, is partially visible behind the Earth's horizon on the left, creating a lens flare effect.

HOW FAR CAN WE GO?

Transformational Engagement

What really makes the difference?

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The Four Enablers of Transformational Engagement



Visible, empowering leadership providing a strong *strategic narrative* about the organisation, where its come from and where its going to

Engaging managers who



- Focus their people and give them scope
- Treat their people as individuals
- Coach and stretch their people



There is *employee voice* throughout the organisation, for reinforcing and challenging views, between functions and externally; employees are seen as central to the solutions



There is *organisational integrity* – the values on the wall are reflected in the day to day behaviours. There is no “say-do” gap.