

Engaged Employees Lead Directly to Higher Productivity

Creating and nurturing engaged employees is important and will make a difference in performance both for the individuals and the organisation.



DEVELOPING LEADERS • OPTIMISING PERFORMANCE

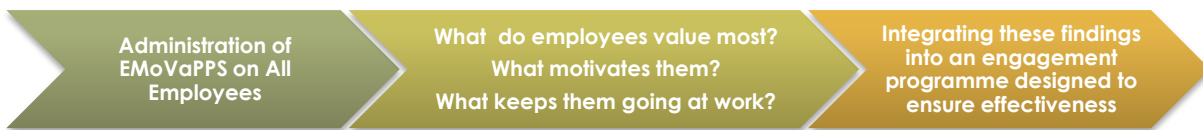
Talent Engagement Capabilities

Today, the engagement and retention of high potentials is a competitive advantage to all organisations. An engaged workplace can lead to higher performance, which will ultimately impact the bottom-line results on productivity and profitability.

1. EMPLOYEE MOTIVATION, VALUES AND PREFERENCES PULSE SURVEY (EMoVaPPS)

Understanding Employee Values as the First Priority Engagement Initiative

OPTIMAL's Employee Motivation, Values and Preferences Pulse Survey (EMoVaPPS) is a powerful tool to quickly identify areas most in need of attention and improvement. This provides your organisation with a holistic perspective into each employee's personal motivators and drivers of job satisfaction as well as the team culture and morale.



2. ORCHESTRATE YOUR TEAM TO OPTIMAL TEAM EFFECTIVENESS

Achieving Your Team's Full Potential

OPTIMAL's Team Effectiveness Programmes leverage collated results of Hogan's Motives, Values, Preferences Inventory (MVPI) for team leader and members to understand the team dynamics and potential conflicts. It combines psychometric assessments, feedback and/or coaching session with the group workshop to help improve team effectiveness and work performance.

Team Effectiveness Workshop

- For both team leader and team members
- Group discussion on the team dynamics and action plan development

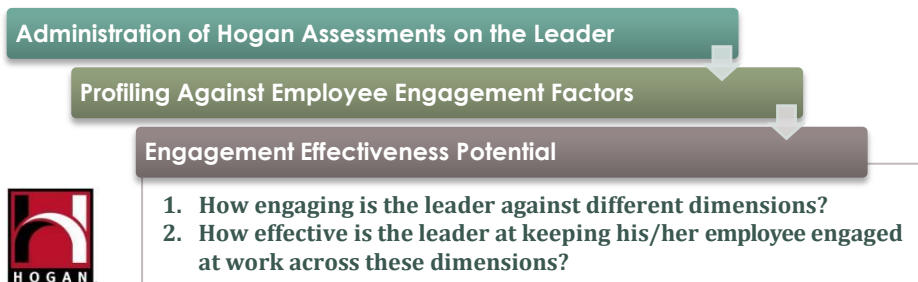
Team Effectiveness Coaching

- For team leader only
- Feedback on the leadership style and team dynamics
- Coaching to develop action plans and align values and goals

3. ENGAGEMENT EFFECTIVENESS POTENTIAL ASSESSMENT (EePA)

Engaged employees require engaged leaders who understand what it takes for employees to choose to be engaged

OPTIMAL's Engagement Effectiveness Potential Assessment (EePA) is designed to gauge engagement effectiveness potential as a leader and as an individual. The assessment measures how effective a leader may likely be in fostering a culture that engages and inspires its employees.



For further information, please contact the office nearest you

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