

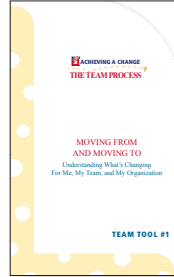
# EMENEX

employee engagement excellence

## The Team Tools

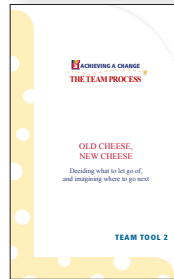
The Team Tools will help individuals and team leaders in your organisation focus on and implement the most important changes that strengthen competitive advantage and improve bottom line results.

### THE TEAM TOOLS WILL HELP YOU:



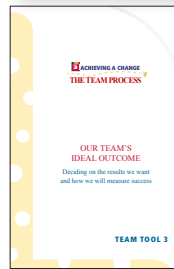
#### TEAM TOOL #1:

- Create a communication plan
- Identify how important the change is
- Gauge how big or significant the change is
- Determine the level of employee engagement in the change
- Develop a plan on how to move forward on the change



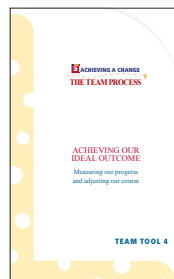
#### TEAM TOOL #2:

- Review progress from Tool #1
- Recognise old behaviors that will no longer work
- Determine what new behaviors and actions will work
- Understand how the change will effect key stakeholders



#### TEAM TOOL #3:

- Review progress from Tool #2
- Identify your team's ideal outcome concerning the change
- Identify key measurements that will let your team know when they have been successful
- Establish a timeline



#### TEAM TOOL #4:

- Review progress from Tool #3
- Identify obstacles
- Check your beliefs and assumptions surrounding the change
- Adjust and course correct in order to ensure a successful change

### AFTER EACH TOOL:

#### INDIVIDUAL ACTIONS:

- Individuals will identify the new actions they will take to have the biggest impact

#### TEAM ACTIONS:

- The team will identify the new actions they will take to have the biggest impact

#### ACCOUNTABILITY:

- Managers and leaders will provide feedback to their supervisor on what they are doing with their teams to make the change happen

### OUTCOMES:

- This process creates accountability and focus that are critical to successful change initiatives