

Igniting Engagement: The Key to
Retaining Top Talent 2025

Action plan

Session 1

Engagement in 2025: Are you meeting the standard? – By Claire DeCarteret

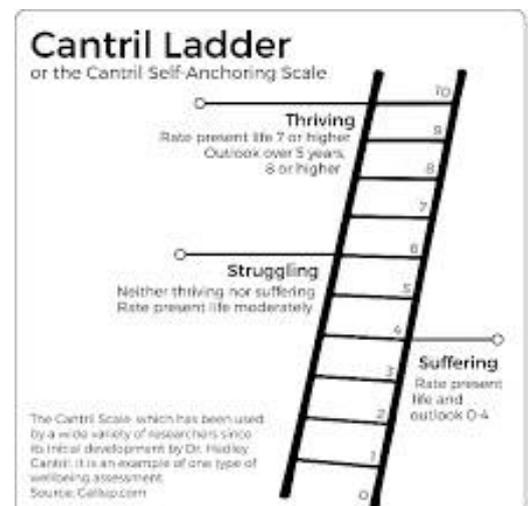
Workplace Activities and Coaching Questions:

1. Think about the leader who has had the most positive influence on your daily life. Now, please list three words that best describe this person and how they lead.

2. Imagine your life is a ladder, where 10 is the best possible life and 1 is the worst.

- Where do you stand TODAY on that ladder?

- Where do you stand in 5 years' time



Session 1

3. Thinking about your own engagement, respond to the following items. Where 5 is Strongly Agree and 1 is Strongly Disagree.

I know what is expected of me at work	
I have the materials and equipment I need to do my job right	
At work, I have the opportunity to do what I do best every day.	
In the last seven days, I have received recognition or praise for doing good work	
My supervisor, or someone at work, seems to care about me as a person.	
There is someone at work who encourages my development	
At work, my opinions seem to count.	
The mission or purpose of my company makes me feel my job is important	
My associates or fellow employees are committed to doing quality work.	
I have a best friend at work.	
In the last six months, someone at work has talked to me about my progress	
This last year, I have had opportunities at work to learn and grow	

4. Answer the following questions, as you reflect on when you are at your best.

You get the best of me when:

Session 1

You get the worst on me when:

You can count on me to:

Resources

- [What Do People Need Most From Leaders?](#)
- [The Leadership Needs of Followers](#)
- [State of the Global Workplace Report - Gallup](#)
- [World Happiness Report | Gallup](#)
- [CliftonStrengths Online Talent Assessment | EN - Gallup and video](#)

Session 2

Bridging the gap: Engagement strategies for leading a multi-generational workforce - By Kylie Denton

Pre-Session Preparation & Reflection Exercise:

Before the session, take a few moments to reflect on your experiences collaborating with colleagues from different generations. What are some of the challenges you've encountered and the benefits you've observed. Note down a short reflection to bring to the session.

Post-Session Workplace Activities:

Reflect on Key Learnings: Take a few minutes to reflect on the key insights and strategies discussed during the workshop. Consider which area resonated most with you and your leadership style.

Identify Two Key Actions: Choose two specific actions that you believe will have the most significant impact on your team. These actions should be practical, achievable, and discuss it with your partner in the breakout room.

Key Action 1	Key Action 2

Session 2

Bridging the gap: Engagement strategies for leading a multi-generational workforce - By Kylie Denton

Resources:

TEDx Talk: By Leah Georges' on [Navigating the Multigenerational Workplace.](#)