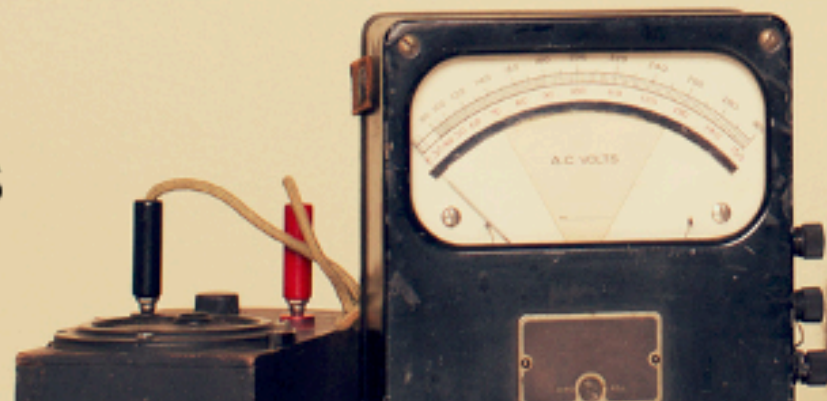
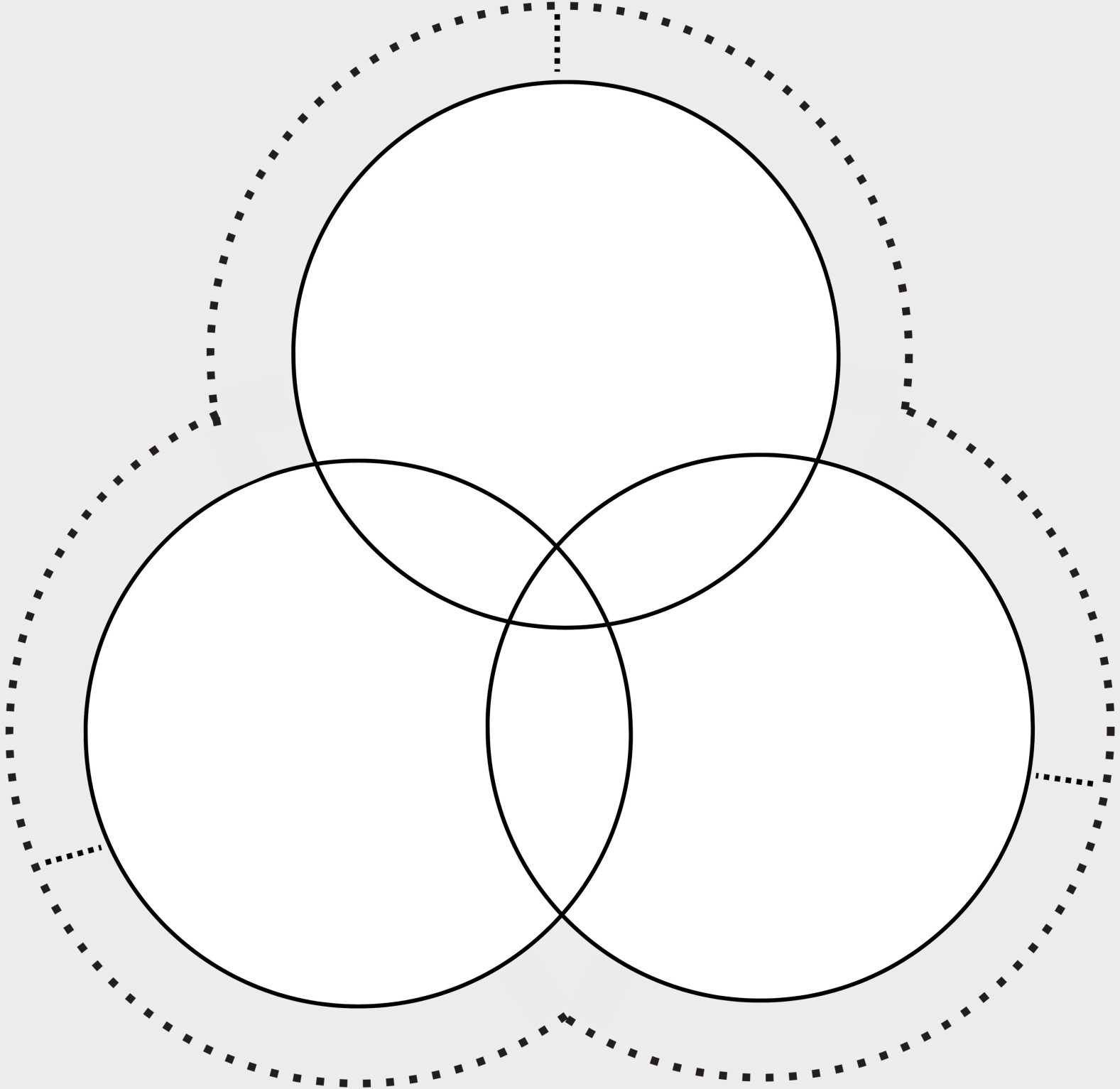


THE PSYCHOLOGY BEHIND EMPLOYEE ENGAGEMENT

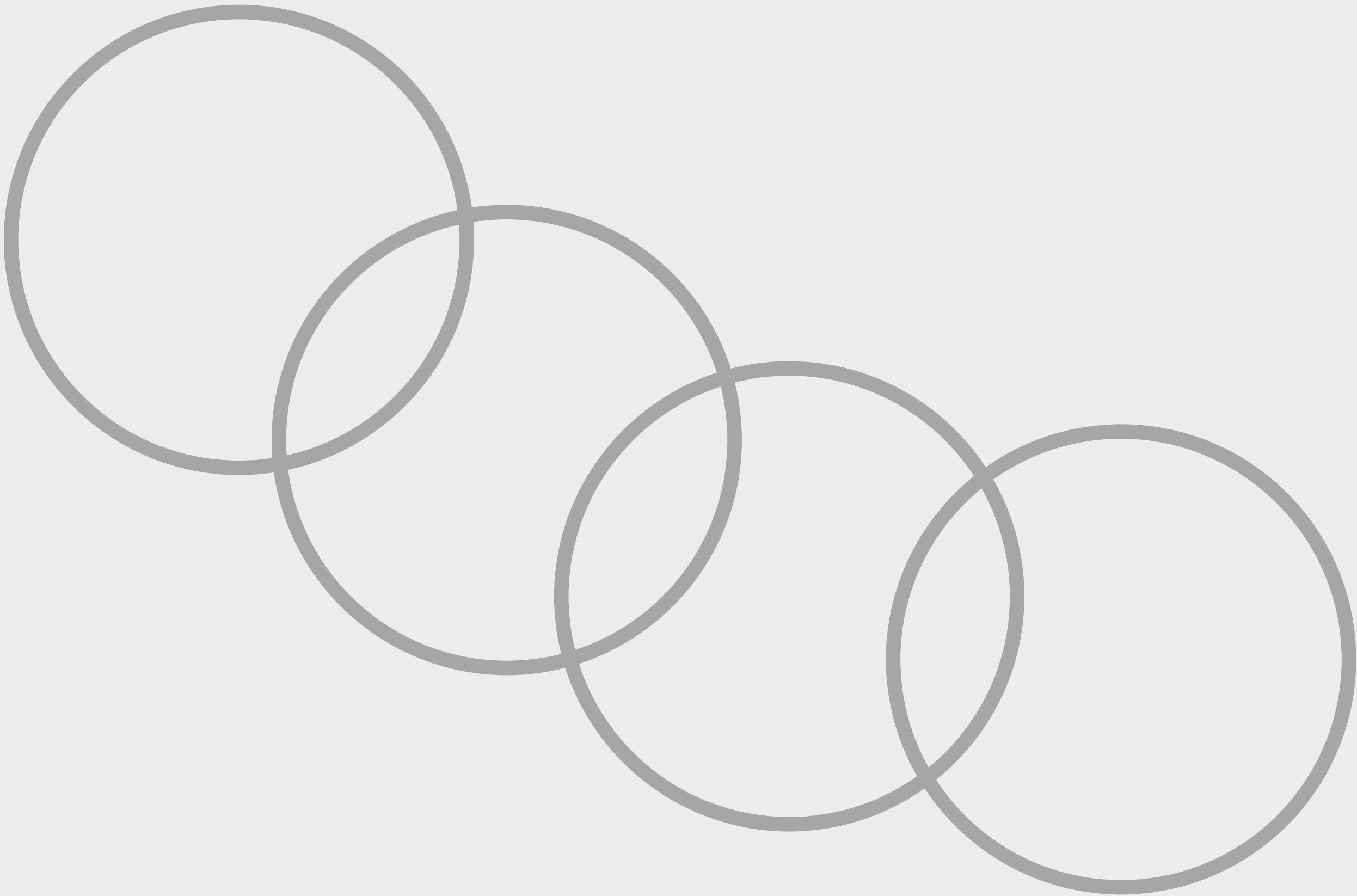
Jay Timms MA, MS
Organizational Psychologist
Legendary Leaders



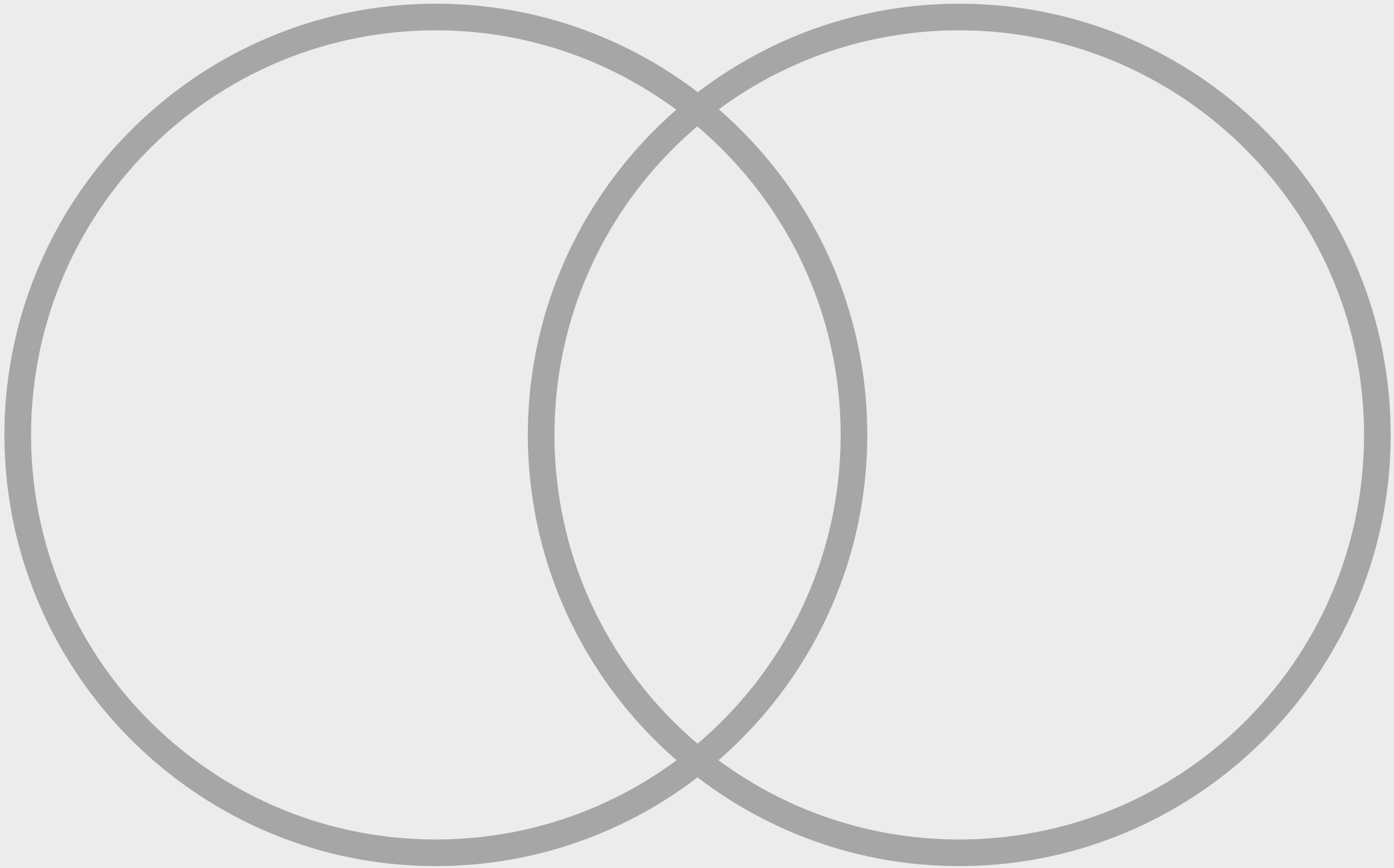
The Genius Model



Chain Analysis



Vision Meets Motivation



3 Levels of Learning™

Possible Topics

Job-Specific Skills

- Technical Skills: Specific to the job role, like programming languages for developers, financial analysis for accountants, etc.
- Operational Knowledge: Understanding of the company's products, services, tools, and processes.

Soft Skills

- Communication: Effective verbal and written communication, active listening.
- Teamwork and Collaboration: Working effectively in teams, conflict resolution.
- Problem-Solving and Critical Thinking: Approaches to tackle challenges, decision-making processes.
- Adaptability: Managing change, flexibility in various situations.

Organizational Knowledge

- Company Culture and Values: Understanding and aligning with the company's ethos.
- Organizational Structure and Policies: Knowledge of company hierarchy, policies, and procedures.

Leadership and Management Skills

- Leadership Styles and Techniques: Effective leadership and management strategies.
- Employee Development: Coaching, mentoring, and developing team members.
- Performance Management: Setting goals, evaluating performance, providing feedback.

Compliance and Ethical Training

- Legal Compliance: Understanding laws and regulations relevant to the industry.
- Workplace Ethics: Training on ethical conduct, anti-harassment, and diversity.

Personal Development

- Emotional Intelligence: Self-awareness, empathy, managing emotions.
- Time Management: Prioritization, efficiency, and productivity techniques.
- Stress Management: Techniques for maintaining well-being and balance

Technology Proficiency

- Digital Literacy: Basic to advanced computer skills, depending on the role.
- Emerging Technologies: Training on new technologies relevant to the industry (AI, blockchain, etc.).

Safety and Emergency Procedures

- Health and Safety: Workplace safety practices, emergency procedures.
- First Aid: Basic first aid knowledge, if applicable.

Customer Service and Sales Training

- Customer Engagement: Techniques for effective customer service.
- Sales Skills: Strategies and techniques for sales roles.

Innovation and Creativity

- Creative Thinking: Encouraging innovative thinking and problem-solving.
- Project Management: Skills for managing projects effectively



3 Levels of Learning™

Topic: _____

Role: _____



3 Levels of Learning™

	UNDERSTAND	SUCCEED	EXCEL



3 Levels of Learning™

Employee:

Notes

Use of Machinery

Intro Trained Validated Signature

Basic Operation				
Use of PPE's				
Control Panel Usage				
Feed Rates				
Handling of Materials				
Defect Identification				
Basic Repairs				
PLC				
Etc.				





LEGENDARY LEADERS



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