

CREATING A COMPANY-WIDE CULTURE OF WORLD CLASS EMPLOYEE ENGAGEMENT

How the 'Pharma Team Performance Accelerator'
(TPA-Method®) is delivered to ensure significant
and sustainable improvements in employee
engagement for your business



StrengthsHUB

Together we get stronger

This document details the high-level process we use to help you significantly improve and sustain World Class levels of Employee Engagement to maximise the performance of your Pharma team...



MEASUREMENT AND THE OBJECTIVE

Before we start any program, the first step of the **TPA-Method®** is to help you establish the state of your team by inviting your team to participate in the Gallup Q12 Survey.

The Q12 is the world’s premier engagement survey because it asks the 12 most important questions that drive performance in your organisation.

We then sit down with you, and your team, to discuss the current state and help you identify exactly what you want to measure and what your end game is.

Or in other words, pinpoint your primary engagement objective.

FOUNDATION: THE EMPLOYEE ENGAGEMENT HIERARCHY

The Gallup Q12® focuses on 4 fundamentals to Employee Engagement...

1: BASIC NEEDS

What do I get, as an employee?

51% of employees, globally, don't strongly agree that they are clear on expectations and your employees need to have a clear understanding of this and what excellence looks like in their role, so they can be effective. It's also important that the team is clear on what's expected from a behaviour's perspective, being clear on how your team gets work done together. Teams that score highly on this first element are more productive, cost effective, creative, and adaptive.

2: INDIVIDUAL

What do I give?

Your Employees want to know about their individual contributions and their worth in the organisation. Your role as their direct manager is especially important during this stage because your role is to define and reinforce the value each of your employees brings.

3: TEAMWORK

Do I belong here?

Your employee's need to feel like they belong, and belonging is at the heart of the Diversity, Equity and Inclusion (DEI) movement that is at the heart of every modern workplace.

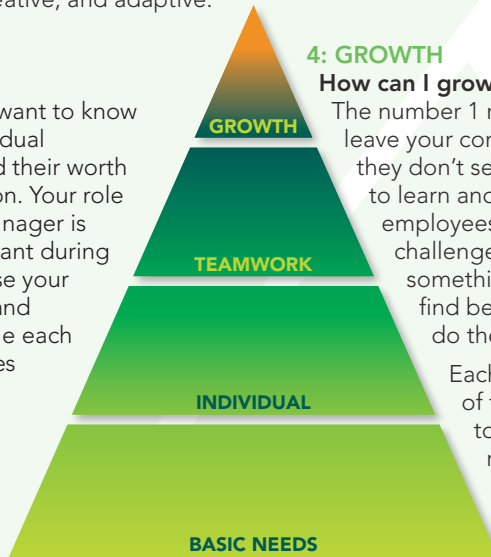
Your employees need to know they are part of something bigger than themselves and, as the manager, your role is to encourage opportunities for a sense of belonging and teamwork to thrive.

4: GROWTH

How can I grow?

The number 1 reason employees leave your company is because they don't see opportunities to learn and grow. Your employees need to be challenged to learn something new and find better ways to do their work.

Each and every one of them needs to feel a sense of movement and progress, even as they mature in their roles.



Original Source: Gallup Q12 Engagement Hierarchy

RESULTS

Ultimately, the TPA-Method® will ensure the objective set right at the start is achieved and then some!

It drives significant increases in both individual and team engagement and performance. This leads to your employees having more opportunities to do what they do best, bringing more of themselves to your team and feeling a great sense of belonging.

This will, we guarantee, drive faster business results, and help you develop and retain your best talent through a more aligned and engaged workforce, delivering significantly higher rates of retention and performance.

As a leader, the results will be amazing, your team(s) will make significant progress towards the highest percentiles of employee engagement, which in turn will improve performance of everyone who's involved.

TPA-Method® will help you create one team united, that is more aligned, engaged, collaborative, stronger together, with a more powerful partnership, which is driving improvements in performance to deliver the results expected of you.



TPA-METHOD®



"The team and I are really looking forward to getting started, meeting you and helping you to create World Class levels of Employee Engagement in your team."

Keith Webster



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Together we get stronger

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