



# Engage to Lead

## A Sample Frontline Leader Program to Boost Engagement and Retention

No one has more impact on employee engagement than leaders. Given how the world of work has evolved significantly, leaders need to take a more proactive and personalized approach to engage and retain their teams. Explore *Engage to Lead*, a sample learning journey that showcases the skills frontline leaders need to drive engagement and retention.

### Key Skills

Communicate effectively

Coach and delegate for growth

Drive inclusion and psychological safety

Prevent disengagement and burnout

Get Started	Build and Practice Skills			Get Results
	Phase 1	Phase 2	Phase 3	
<p><b>Kickoff from CEO</b></p> <p><b>Orientation for Leaders and Their Managers</b></p> <p><b>Launch My Pathway: Leadership Core</b> Complete assessment of leadership styles, strengths, and gaps and receive personalized, self-paced learning recommendations.</p> <p><b>Organize Peer Learning Groups</b> Schedule sessions to discuss key takeaways and insights.</p>	<p style="text-align: center;"><b>Key Courses</b></p> <p><b>Communication: Connect Through Conversations</b> 🕒 60 minutes</p> <p>Communicate more effectively with colleagues. Engage the “head”—the business outcome of a conversation—and the “heart”—people’s feelings.</p> <p><b>Coaching: Move People Forward</b> 🕒 90 minutes</p> <p>Anchored on a growth mindset, use a practical approach to coaching in the moment, in any situation.</p> <hr/> <p style="text-align: center;"><b>Reinforcement</b></p> <p><b>Career Coaching Conversations</b> 🕒 10 minutes</p> <p>Develop employees by exploring the options and opportunities available to them.</p>	<p style="text-align: center;"><b>Key Courses</b></p> <p><b>Engaging and Retaining Talent</b> 🕒 90 minutes</p> <p>Take a proactive approach to engage individuals and learn to conduct retention conversations.</p> <p><b>Inclusion: Foster Psychological Safety in Meetings</b> 🕒 90 minutes</p> <p>Learn practices to conduct inclusive meetings where everyone feels heard and valued.</p> <hr/> <p style="text-align: center;"><b>Reinforcement</b></p> <p><b>Wellbeing at Work</b> 🕒 10 minutes</p> <p>Learn the four dimensions of wellbeing and how to analyze what your organization needs.</p>	<p style="text-align: center;"><b>Key Courses</b></p> <p><b>Delegation: Engage and Empower People</b> 🕒 40 minutes</p> <p>Match capabilities and motivations for projects and tasks, and provide support for growth.</p> <p><b>Leading in a Hybrid Workplace</b> 🕒 90 minutes</p> <p>Foster inclusivity and connect remote and in-office team members to achieve results.</p> <hr/> <p style="text-align: center;"><b>Reinforcement</b></p> <p><b>Ensuring Your Team Avoids Burnout</b> 🕒 10 minutes</p> <p>Learn the signs of burnout, where it’s coming from, and how to take action to protect teams.</p>	<p><b>Recognition</b></p> <ul style="list-style-type: none"> <li>- Reflections</li> <li>- Celebration</li> </ul> <p><b>Measurement</b></p> <ul style="list-style-type: none"> <li>- Participation</li> <li>- Evaluations</li> <li>- Impact Study</li> <li>- Talent Metrics</li> </ul> <p><b>Plan Future Development</b></p>
<p>Make Development a Way of Work to Sustain Learning, Apply Skills, and Grow: Peer Learning Groups   Individual Development Plan   Online Resources</p>				

C Classroom
VC Virtual Classroom
O Online Course
M Microcourse

### Ready to Design Your Own Program?

With a DDI Foundation Subscription, you have everything you need to develop leaders who engage and retain their teams: award-winning content, learning tools, and the flexibility to design your own leadership programs. Plus, you’ll have a Strategic Learning Team from DDI to guide you throughout the design and implementation process.

Explore DDI’s [Leadership Development Subscriptions](#).