

# FREE TO GROW

## WorkQ®

Over a lifetime most people spend about 90 000 hours at work. These hours can either add to people's overall sense of purpose, well-being and happiness, or detract from it.

For many people work is just a job, a way to earn money. But work could be much more – a potential launch pad for human development and the exploration of real meaning in life.

Helping people find meaning in their work benefits the individual staff member as this leads to greater fulfilment, happiness and increased quality of life. It also directly benefits the organisation who is dependent on their people to contribute their skills, talents, experience and knowledge to enable the organisation to deliver on its strategy.

Workers who care about their jobs and understand why they work will exceed expectations and break the boundaries of their job descriptions. They will have more energy and enthusiasm and are prepared to make a bigger effort: They put their hearts into their work, and not merely their time.

### **This is what employee engagement is about**

Employee engagement is a two-person game. While leadership is the key driver of employee engagement, much can be done from a development perspective to enhance the capacity for engagement within employees.

WorkQ® has been designed as a tool for this. It goes beyond IQ and EQ to develop the mindset, knowledge and skills that enable non-management employees to understand the needs of the organisation, make them aware of what is expected from them to sustain and grow the organisation and be more willing, eager and able to contribute their best and effectively support each other in the process.

WorkQ® sheds light on both the personal and work journeys of employees and enhances:

- 1. Confidence:** Helps employees believe in their own value, become aware of their potential, maximise their strengths and be more able to handle challenges that come their way.
- 2. Commitment:** Helps employees understand the 'bigger picture' of their organisation – its mission, vision, values and strategies – and link this to the employees' personal purpose and passion so that they experience their work as more meaningful.
- 3. Contribution:** Deepens awareness of how they can contribute to the success of their team, department and organisation, increasing pride in their work and growing initiative and willingness to go the extra mile.
- 4. Connection:** Develops understanding for the need to work constructively with others to produce results and enhances respect, trust and open communication in the team.

**"I am really impressed with the quality of the programme and the attention to even the tiniest detail. It is clear that a lot of care went into putting the programme together and making it specific to the needs of our organisation. The shifts I saw in people who attended were truly astounding."**

Susan Myburg  
GM, Learning Institute,  
South African Post Office

**"Morale has greatly improved where the programme was implemented, and employees now have a sense of ownership and accountability towards manufacturing excellence. The project has been worth its weight in gold!"**

**I highly recommend this programme to companies which are going through a change process in order to align personal and organisational goals for the future."**

Constance Ruhie  
Performance Management  
Consultant, SABMiller



l  
e  
a  
r  
n  
i  
n  
g  
f  
o  
r  
g  
r  
o  
w  
t  
h

# Programme Overview

## Introduction

- \* **Life as a journey**
  - The four journeys and how they impact on your emotional wellbeing and the success you achieve in work and life.
  - The two sides of potential: Why potential often remains undeveloped.
  - The need for continuous growth to survive and flourish.

## Module 1: Personal journey

- \* **Self-esteem: Your brake or your petrol pedal?**
  - The need to value yourself and have confidence in who you are and what you have to offer.
  - How other people and life builds and knocks self-esteem and the impact thereof.
  - Dealing with pain of the past so you can focus your energy on making the most of the present to create the future you want.
- \* **Attitude: Petrol for the journey**
  - The role of ownership, resilience and optimism in making the best of what comes your way.
- \* **Your signature strengths**
  - Exploring your unique 'package': what are your strengths and talents and how can you build your personal brand around this?
  - What is important to you and what you want to be known for: What are the footprints you want to leave?

## Module 2: Work journey

- \* How you view work and how this affects the contribution you make and the results you achieve.
- \* Seeing work as a gift and finding meaning in work: How can work become a vehicle to strengthen your brand and live your purpose?

## Module 3: The organisation's journey

- \* Where the organisation comes from and the journey up to now: What can you be proud of and what gives you hope for the future?
- \* The realities of the current business environment – increasing pressure towards greater effectiveness and high performance: How is this affecting your organisation?
- \* What the organisation wants to be, where it wants to go and what it sees as important (values).
- \* What you have to keep on doing and what you need to do differently to make the contribution required from you.

## Module 4: Team journey

- \* The value of teams: The difference between a group and a team
- \* What is required to work effectively with other people.
- \* Growing trust, respect and openness in your team: Practical tools to build and maintain productive relationships.

## Target group

**Workers below management level.** Different versions for workers on different job levels. Training can also be presented in the vernacular.

## Duration and group size

4 days. A maximum of twenty participants to ensure individual attention.

**“WorkQ is fantastic! It has been a pleasure introducing your work to WBHO and witnessing the remarkable impact your programmes make.”**

Zoe Loeve  
Organisational Development Manager, WBHO

**“The response was overwhelmingly positive.”**

Jo Hobson  
Regional Training Specialist, Cape Region, SA Breweries



Accredited with  
Services Seta (Decision  
number: 0101)

**FREE TO GROW**