



# CONSIDER YOUR TERMS OF ENGAGEMENT. BECAUSE IF THERE'S NO WILL, THERE'S NO WAY.

Employee engagement sits at the very heart of the way we work.

It is *only* by making sure our solutions are engaging that we can have full confidence in their success. And when an organisation is full of people who are properly engaged, so much more is possible.

So – whether designing an assessment or development solution – we start by stepping fully into the shoes of the person on the receiving end. We ask: How does what we're creating here fit with their bigger picture? How can we ensure they're centre stage in their own development?

In effect, we bridge the organisation's need to 'attract, manage and grow talent'... with the imperative to honour the individual.

We do this by making sure - at every stage - they feel valued and supported, and able to see how they can contribute.



*“Your incisive thinking and commitment to taking a broader view meant that we were able to achieve so much more than a career development framework. The flexibility you showed, incorporating the skills and energies of our in-house team, was especially appreciated. Thanks again for delivering this fabulous piece of work.”*

Project Lead, Engineer Development, Field Operations

### **Making the most of what you have**

- It is never too soon to see how to better deploy the existing resources and talents within your organisation
- Twelve months after a new process is embedded, it pays to check how engaged the staff are – and how engaging the process remains
- It also pays to be proactive: to not wait until you *need* to take action

### **Providing new visibility - through maps & dashboards**

- We often give managers a new 'picture' of individual and aggregate profiles
- This makes day-to-day planning more efficient
- Long-term strategic planning is also enhanced

### **Opening up dialogue - creating new connections**

- We are able to see and strengthen the dynamics between individuals and their managers
- We are well qualified to do this – as experienced Occupational Psychologists

### **Breakthrough moments – creating new understanding**

- Individuals often get to see the wider relevance of their work
- This is often one of the greatest rewards for our own Associates
- We unearth insights that often have a value, impact and relevance far beyond the project in hand

*If you are interested in transforming your in-house capacity to ENGAGE staff within your organisation, contact Irving & Irving Associates today.*

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