Leading for Engagement:
Principles of Transformational Leadership

Many of the world’s top-performing organizations understand that employee engagement is a force that drives performance outcomes. Research by Gallup and others shows that engaged employees are more productive, more profitable, more customer-focused, and less likely to leave their employer. Unfortunately, Gallup Poll surveys over the last decade find that employee engagement has been on the decline.

Program participants will develop a new vocabulary on engagement and a new vocabulary on leadership. They’re going to know whether or not their employees are engaged and why, as well as whether or not they are effective as leaders driving engagement.

The day includes a number of questionnaires to gauge your leadership style. Additionally, employee assessment tools will be provided so that managers can better determine their employees’ view of their work and their level of engagement.

Key topics of discussion include:
- Enhancing your ability to diagnose engagement problems
- Building your understanding of your own leadership style and preferences
- Becoming more transformational in your leadership style
- Transforming the disengaged workforce to drive business performance

The program will include a mixture of best practices in adult education including traditional lecture, experiential discussion, video clips, exercises, and assessments. Case examples from companies known for either engagement or transformational leadership such as Apple, Google, Zappos, SAS, and The Container Store will also be used.

Instructor Profile

Dr. Jason Colquitt is a Professor of Management in the Terry College of Business at The University of Georgia where he holds the William Harry Willson Distinguished Chair of Business. Dr. Colquitt served a prominent professional appointment as the editor in chief of the Academy of Management Journal from 2011 to 2013. His research interests include fairness, trust, and team effectiveness within organizations and personality influences on performance. He has published more than 30 articles in top journals, including the Academy of Management Journal, Academy of Management Review, and the Journal of Applied Psychology. Dr. Colquitt has served on six editorial boards and has been an ad hoc reviewer for 18 different research journals related to the field of organizational behavior. He received his undergraduate degree from Indiana University and his Ph.D. from Michigan State University.