



The benefits of strong employee engagement are clear: improved outcomes, higher productivity and lower attrition. So, the question for federal agencies isn't why they should focus on employee engagement. It's how can they achieve and maintain high rates of satisfaction in their workforce?

Agencies need employees who are dedicated to employee engagement initiatives. The Partnership for Public Service's Engagement Coordinator Collective will empower participants to guide their agencies through a robust engagement planning and initiation process.

Over the course of nine months, engagement coordinators will learn to develop, design, execute and sustain their engagement plans while discussing challenges with other participants. At the conclusion of each session, they will complete several action items that help them identify and pursue the engagement goals needed to improve the employee experience at their agencies.

#### **AUDIENCE AND APPLICATION INFORMATION**

One to three employees may participate in this cross-agency cohort of engagement leaders, and they should generally be at the GS-12 level or above. They also should have sufficient authority from their agencies to design and implement engagement initiatives at their organizations. This offering is only available for participants of small agencies or subcomponents.

Employees interested in participating should contact Chris Wingo at [CWingo@ourpublicservice.org](mailto:CWingo@ourpublicservice.org) to determine their eligibility.

#### **QUICK DETAILS**

*See reverse for session details*

##### **DATES**

February – November 2020

##### **COST**

\$5,000 per person

##### **DEADLINE**

February 14, 2020

##### **AUDIENCE**

GS-12 and above  
(participants must be employed by small federal agencies, subcomponents and offices)

##### **CONTACT**

For more information contact Chris Wingo at [cwingo@ourpublicservice.org](mailto:cwingo@ourpublicservice.org) or (202) 464-2690.

# PROGRAM STRUCTURE

The program will consist of five sessions and three half-day midsession forums. At the end of each session, participants will have action items they will need to complete before the collective reconvenes.

## Session 1: Establishing Priorities

February 26-27

- Understand your agency's Best Places to Work in the Federal Government® rankings and what they say about your workforce.
- Determine priority areas and goals you will work to address over the course of the program.
- Learn best practices for engaging your workforce.
- Discuss strategies for gaining buy-in on your priorities from senior leaders

## Session 2: Designing Solutions

April 13-14

- Learn how to use human-centered design to understand the complexities of the employee experience.
- Discover innovative techniques for brainstorming and developing your ideas.
- Develop a strategy for evaluating the success of your program.

## Midsession Forum 1

May 27

- Discuss the design process in order to troubleshoot challenges that have arisen so far.
- Receive feedback on your efforts from engagement experts and former government executives as you begin to implement your efforts.

## Session 3: Achieving Results

June 23

- Discuss approaches for implementing your efforts effectively.
- Identify approaches for gaining the support of impacted stakeholders from across your organization

## Midsession Forum 2

July 22

- Convene to address challenges that have arisen during the implementation process.
- Identify lessons learned from early pre-program data.

## Session 4: Communicating Your Plan

August 19

- Learn strategies for promoting your initiatives to employees.
- Create a marketing plan for your program.

## Midsession Forum 3

September 23

- Share lessons learned as you implement your marketing plan.
- Identify strategies for adjusting your messaging to employees.

## Session 5: Sustaining Your Efforts

November 4

- Identify how to maintain long-term culture change in your organization.
- Present your program's results to agency leadership.
- Reflect on the process and develop next steps for implementation.



**PARTNERSHIP FOR PUBLIC SERVICE**

1100 New York Avenue NW  
Suite 200 East  
Washington DC 20005

(202) 775-9111  
ourpublicservice.org  
CFC# 12110

**APPLICATIONS ARE DUE  
FEBRUARY 14, 2020  
OURPUBLICSERVICE.ORG**