Based on the County’s Year Two results from the Employee Engagement & Well-Being Survey, Recognition and Development continue to be areas of opportunity. To support Agencies/Departments with their post-survey Action Plans, the Learning Organization is sponsoring three new trainings for managers and supervisors.

Training sessions will be available from April 1 to June 19, 2020, and are funded by the Learning Organization. Requests can be made through Monday, March 30, 2020.

All sessions are 3.5 hours and can accommodate 15 to 30 participants. Each Agency/Department can request up to five sessions on a first-come, first-served basis.

To request trainings, please visit: www.sccgov.org/eewb/trainings.

**Employee Motivation Strategies**

Here’s the truth: no matter what we offer people, true motivation comes from within. How do supervisors tap into their employees’ inner motivation? Managers and supervisors will learn how to:

- Create a more engaged workforce by understanding what employees want; and
- Develop a list of strategies to help support employees; and
- Craft motivating tasks for employees and set SMART goals.

**Instructor:** Sylvette Wake

**Leading with a Focus on Engagement & Well-Being**

Managers and supervisors are uniquely positioned to influence and inspire their team’s Engagement & Well-Being. Managers and supervisors will learn how to:

- Recognize the benefits of creating workplace Engagement & Well-Being; and
- Discuss Gallup’s “12 Elements that Matter” and develop strategies with proven links to performance outcomes; and
- Create an Engagement & Well-Being Action Plan for their Agency/Department.

**Instructor:** Sandy Monsees

**Psychological Safety and The Fear-less Team**

What does Psychological Safety really mean? Why is research showing it’s necessary for effective teams? How do managers create it? Managers and supervisors will learn how:

- Increasing psychological safety can benefit your team; and
- Assessing managerial behaviors contributes to your team’s psychological safety; and
- Exploring different strategies can build psychological safety in your team.

**Instructor:** Sherri Petro