

Investors in People Knowledge Network
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Great Aunt Matilda's Bequest

You have just been informed that a great aunt in Bolivia whom you have never heard of has just died - which is sad. However, she left you one million pounds to set up your own company – which is good. All she asks is that you manage this company in such a way that you get engaged people who get great satisfaction from working with you.

You have a meeting with her lawyers in 20 minutes and they want to test you on your ideas for getting an engaged and motivated workforce. You need to tell them:

- **What your vision of an engaged workforce is**
- **How you will achieve this in your new organisation**
- **What benefits your business will accrue if you have an engaged workforce**
- **Would there be any potential barriers to stop you doing this**

Group 1:

1. What your vision of an engaged workforce is

- Involved
- Interested
- Versatile
- Committed
- Skilled
- Consulted
- Incentive
- Loyal
- Rewarded
- Proactive
- Trained
- Disciplined
- Pride
- Objectives

2. How you will achieve this in your new organisation

- Communication- objections and input
- Interaction- exchange ideas
- Reward and recognition
- Investment
- Confidence
- Defined roles
- Planning
- Transparency

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- Training
- Management effectiveness
- Agree goals

3. What benefits your business will accrue if you have an engaged workforce

- Security of employment
- Financial success
- Business aims met/exceeded
- Staff retention/loyalty
- Reputation
- Business development
- Interaction and involvement of team
- Low absence rate, continuous improvement and motivated team

4. Would there be any potential barriers to stop you doing this

- Competition in labour market
- Scepticism- poor morale/resistance
- Lack of vision
- Selection process-eventually get the right team
- Poor marketing of business/product/service
- Understanding market- is the company selling the right product
- Poor business plan- lack of product/ service integrity
- Experience- lack of it
- Cost, distance and attitude

Group 2:

1. What your vision of an engaged workforce is

- A business where people are proud to work for the company and confident in what the business is doing and confident in the skills of the people they work with.

2. How you will achieve this in your new organisation

- Investment in learning and development
- Culture of support
- Exchange of ideas
- Clear business vision understood by the workforce
- Culture of reward and recognition

3. What benefits your business will accrue if you have an engaged workforce

- Low absence rate
- Low attrition
- Efficient and motivated workforce
- Drive towards continuous improvement

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4. Would are the potential barriers to stop you doing this

- Time
- Cost
- Distance
- Resistance
- Effort

Group 3:

1. What your vision of an engaged workforce is

- Have a clear vision of organisation:
 - Clear business objectives
 - Clearly defined roles
- Allow:
 - Attract the right people
 - People 'believe' in the organisation
 - Want to work in it and achieve business objectives

2. How you will achieve this in your new organisation

- Clearly defined roles
- Management and communication
- Development opportunity
 - Individual to develop
 - Individual to contribute to business
- People supported and trusted to make decisions
- Agreed goals- training, mentoring and coaching

3. What benefits your business will accrue if you have an engaged workforce

- Loyalty
- Effective/successful against the goals
- Motivated staff
- Reputation
- Result in achieving business objectives

4. Would are the potential barriers to stop you doing this

- No clear vision/ objectives
- Attitude (both ways)
- Not enough effort on resources
- Wrong staff /recruitment