

LEADERSHIP AND TEAM ENGAGEMENT FOR HR PROFESSIONALS



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Introduction

Engaged teams perform better, stay longer, and contribute more to organizational success. This Leadership and Team Engagement for HR Professionals Training Course equips participants with the leadership skills needed to inspire teams and drive engagement across the organization. Furthermore, it introduces proven leadership models and engagement frameworks tailored to HR practice. As a result, participants learn to build trust, motivate diverse teams, and lead through organizational change. In addition, the course covers coaching techniques, employee recognition strategies, and engagement measurement tools. Participants leave equipped to lead with confidence and cultivate a culture of engagement within their organizations.

Leadership and Team Engagement for HR Professionals Course Objectives

- Apply situational leadership models to adapt leadership style to team needs
- Use employee engagement surveys to measure and track team morale
- Build trust and psychological safety within diverse teams
- Apply coaching techniques using the GROW model
- Design employee recognition programs that reinforce engagement
- Lead teams effectively through organizational change initiatives
- Apply emotional intelligence principles to leadership decision-making
- Use the Gallup Q12 framework to assess engagement drivers
- Facilitate team-building activities that strengthen collaboration
- Develop strategies to reduce disengagement and turnover risk



Course Methodology

This training course combines lectures, leadership simulations, and interactive workshops. Furthermore, participants apply coaching models and engagement frameworks to real HR scenarios. In addition, group activities build practical skills in team motivation and change leadership. Case studies examine successful engagement initiatives. As a result, participants leave with applied, practical leadership and engagement techniques.

Who Should Take This Course

- HR managers and team leaders
- HR business partners
- People and culture specialists
- Talent management professionals
- Organizational development practitioners
- Line managers supporting HR initiatives
- Anyone responsible for team leadership and engagement

Leadership and Team Engagement for HR Professionals Course Outlines

Day 1: Foundations of Leadership in HR

- Introduction to leadership styles and models
- Applying situational leadership theory
- Understanding the role of HR in leadership development
- Identifying personal leadership strengths and gaps

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- Building leadership credibility and trust
- Linking leadership to organizational culture
- Group discussion on leadership challenges

Day 2: Building Employee Engagement

- Introduction to employee engagement concepts
- Applying the Gallup Q12 engagement framework
- Designing and using employee engagement surveys
- Identifying key engagement drivers
- Analyzing engagement survey results
- Case study: successful engagement strategies
- Workshop: reviewing sample survey data

Day 3: Coaching and Team Motivation

- Applying the GROW coaching model
- Building trust and psychological safety
- Motivating diverse and multigenerational teams
- Designing employee recognition programs
- Providing effective feedback to boost motivation
- Role-play: coaching conversation practice
- Case study: motivation strategies in action

Day 4: Leading Through Change

- Understanding team dynamics during organizational change
- Applying change leadership principles



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- Communicating change effectively to teams
- Managing resistance and uncertainty
- Supporting team resilience during transitions
- Case study: successful change leadership
- Group exercise: change communication planning

Day 5: Sustaining Engagement and Team Performance

- Facilitating team-building activities
- Applying emotional intelligence in leadership
- Reducing disengagement and turnover risk
- Measuring long-term engagement outcomes
- Building a sustainable engagement action plan
- Sustaining leadership growth beyond the course
- Course review and final discussion

Conclusion

By successfully completing the Leadership and Team Engagement for HR Professionals Training Course, participants will have acquired practical skills in coaching, engagement measurement, and change leadership. Furthermore, they will understand how to apply proven models such as GROW and Gallup Q12 to strengthen team performance. As a result, participants gain the confidence to lead engaged, resilient teams. Gentex Training Center remains committed to developing strong leadership capabilities among HR professionals.

FAQs





Q1 What is the "Leadership and Team Engagement for HR Professionals" course about?

This course teaches HR professionals how to lead teams effectively and build engagement. It covers coaching techniques, engagement measurement, and change leadership, helping participants motivate teams and strengthen organizational culture.

Q2 What are the key benefits of the "Leadership and Team Engagement for HR Professionals" course?

Participants gain stronger leadership skills, improved coaching abilities, and practical engagement measurement techniques. Additionally, they learn to lead teams through change, reduce turnover risk, and build a culture of trust and motivation.

Q3 What skills will I gain from the "Leadership and Team Engagement for HR Professionals" course?

Participants gain leadership adaptability, coaching, engagement measurement, and change leadership skills. These core competencies help HR professionals motivate teams and sustain performance during periods of organizational change.

Q4 What tools, methods, or standards are covered in the "Leadership and Team Engagement for HR Professionals" course?

The course covers situational leadership models, the GROW coaching model, the Gallup Q12 engagement framework, and employee recognition program design. These proven frameworks give participants structured leadership approaches.

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Q5 How is the "Leadership and Team Engagement for HR Professionals" course applied in real-world practice?

Participants apply concepts through coaching role-plays, engagement survey analysis, and change communication planning exercises. As a result, they leave equipped to lead real teams through engagement and change challenges.

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