



# Engaging Productive Employees

**TalentGurus@254**  
Discovering Talent, Nurturing Growth

# Our Mandate

We believe there is a genius in everybody, as we are all endowed with unique natural talents and capabilities. At TalentGurus@254, we help you unearth your genius!

Through training, mentorship, coaching, planning, preparation and practice, through our bespoke leadership academy, we empower, enable tomorrow's leaders to live intentional, purposeful and productive lives.

Do you want to bring out the genius in you?



# Change of Mindsets



# Vision Statement

To positively influence individuals **to discover and harness** their hidden and **real talents** so as to live purposeful and productive lives

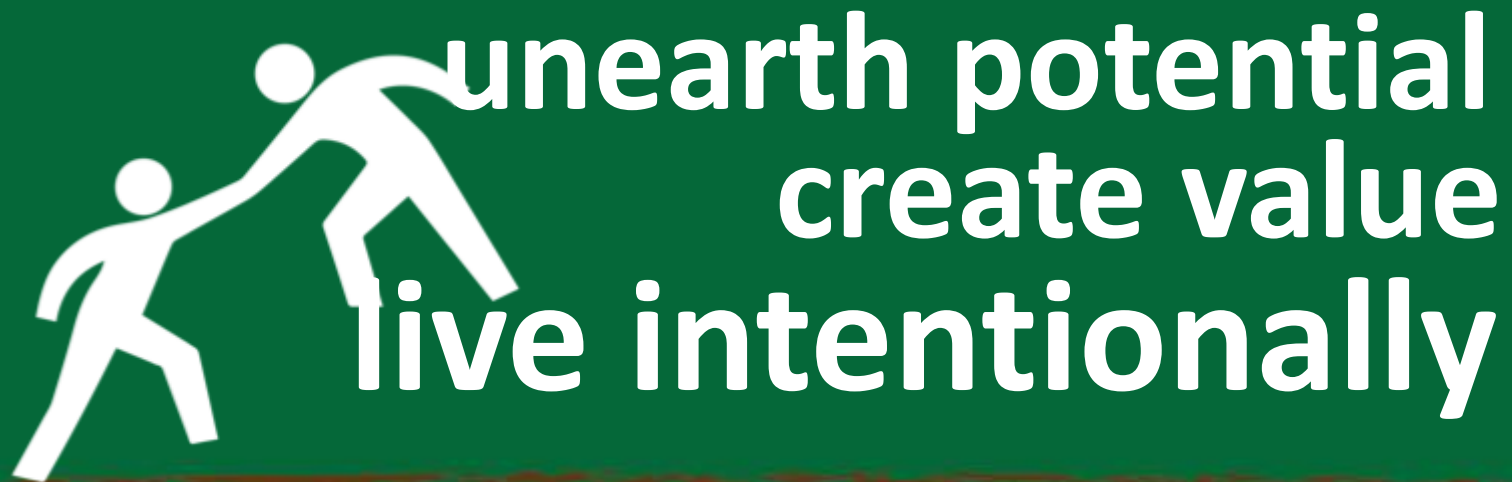


discover and harness  
real talents



# Mission Statement

- To assist **unearth** individuals hidden potential
- **Create value** and a positive difference in individuals and the organizations we work with
- Assist individuals **live intentionally**



# Founder & Lead Consultant Background – Pauline Kiraithe

**PAULINE KIRAITHE**  
Founder Talentgurus@254



- **HR Corporate Achiever.** Well managed career path. Got to Management level at 27 years, and Director level at 37 years
- Beneficiary of a **16 year mentorship program**
- Is passionate about **mentorship, coaching, career development, personal financial management, general management and leadership**
- **Accomplished organization and behavior change manager.** Project managed a **5 year culture change program** that resulted in the change of the organization values and behavior, resulting to higher staff engagement and productivity



# Founder and Lead Consultant Background

- A HR practitioner with **21 years experience** in managing and developing people.
- **Vast Industry exposure:** Worked in the NGO, Retail, Telecommunications and Media sectors. Have a good understanding on what skills are required in the marketplace for success
- **Education Background:** Bachelors in Education(KU), MBA (HR)(UON), PgDip. HR (KNEC), Diploma Executive Coaching(UK), FMIHRM, ICF Professional Coach
- Has over the years, identified and **nurtured award winning talent** in my career. Key talent that includes household names such as Yvonne Okwara, Joy Wanja, Alphonse Shiundu amongst many others who are authorities in the professions
- Designed **internship and management development trainee programs** that has produced industry award winning talent
- Has the **knack of identifying peoples strengths** and nurturing them to be the best that they can be



# International Recognition – WHRD Congress 2017

## Global Top 100 Training and Development Leader Award





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# Company Focus Areas

- **Training**
  - **Ignite** - Youth Leadership Program
  - **Ascend** – Corporate Personal Development Program
  - Motivational Talks
  - Corporate Customized Training Programs – Sales, Customer Service, Culture Change, Strategy
  
- **Executive Coaching**
- **Career Assessments and Career Coaching**
- **HR Consultancy**



# The Case to Engage your Staff

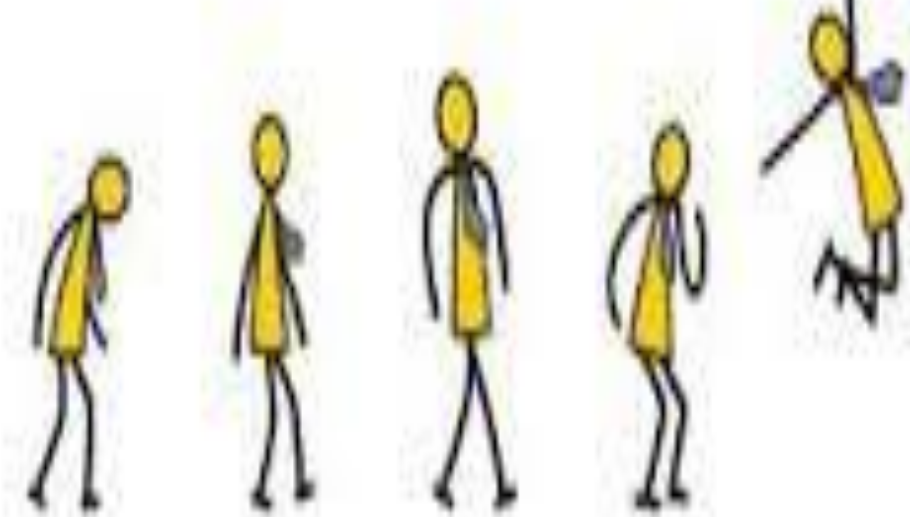


# Current Workplace Situation



# Current Workplace Situation

Mon Tue Wed Thu Fri



# Current Workplace Situation



# Current Workplace Situation



NUMBERS  
DON'T  
LIE





# People who hate their jobs!

87%

The Worldwide Employee Engagement Crisis  
GALLUP SURVEY, JAN 7, 2016



# Job Market Report – 2017 (BM & TIFA 2017 Report)

- 1078 job seekers
- 41% of online job seekers are **employed**
- 98% of the employed are positively actively job hunting
  - 73% actively
  - 25% passively looking
- **TIFA – 27% Engagement Index**
- 80% of the employed will leave their jobs in the next 12 months



# Definitions – The Three Types of Employees (Gallup 2016)

- **Engaged Employee:** It is the extent to which employees feel passionate about their jobs, are committed to the organization, and put **discretionary effort into** their work
  - Work with **passion**
  - Willingly go the **extra mile**
  - **Profound connection** with the company they work for
- **Not Engaged Employee:** These are **essentially checked out**, the walking dead. Sleep walk through their day and put in time into their job and not passion into their work
- **Actively Disengaged:** These employees aren't just unhappy at work, **they are busy acting out their unhappiness**. Everyday they undermine what their engaged co-workers achieve



# Why Staff Leave

- Better Pay
- Career Progression
- Job Security
- Boredom
- More Challenging Work – meaningful work/legacy building
- Work Environment
- Leadership
- BYOB
- Work life Balance
- Creativity



# Why Engage Staff



# Change of Mindsets



# Staff Engagement Strategies.....(iii)

If employees truly are a company's best asset, then their care and support should be a priority



# Engagement Effects of Business Outcomes

- Customer ratings (10%)
- Profitability(21% more)
- Productivity (17%)
- Turnover (for 24%high-turnover and 59%low-turnover organizations)
- Fewer safety incidents (70%)
- Shrinkage (theft)(28%)
- Absenteeism (41% reduction)
- Patient safety incidents (70% improvement)
- Quality (defects)(40% reduction)

**Sample size: 82,248 work units, including nearly 1.9 million employees (Gallup 2016)**





**Staff Engagement Strategies**  
**My 10Y Media Industry**  
**Experience**



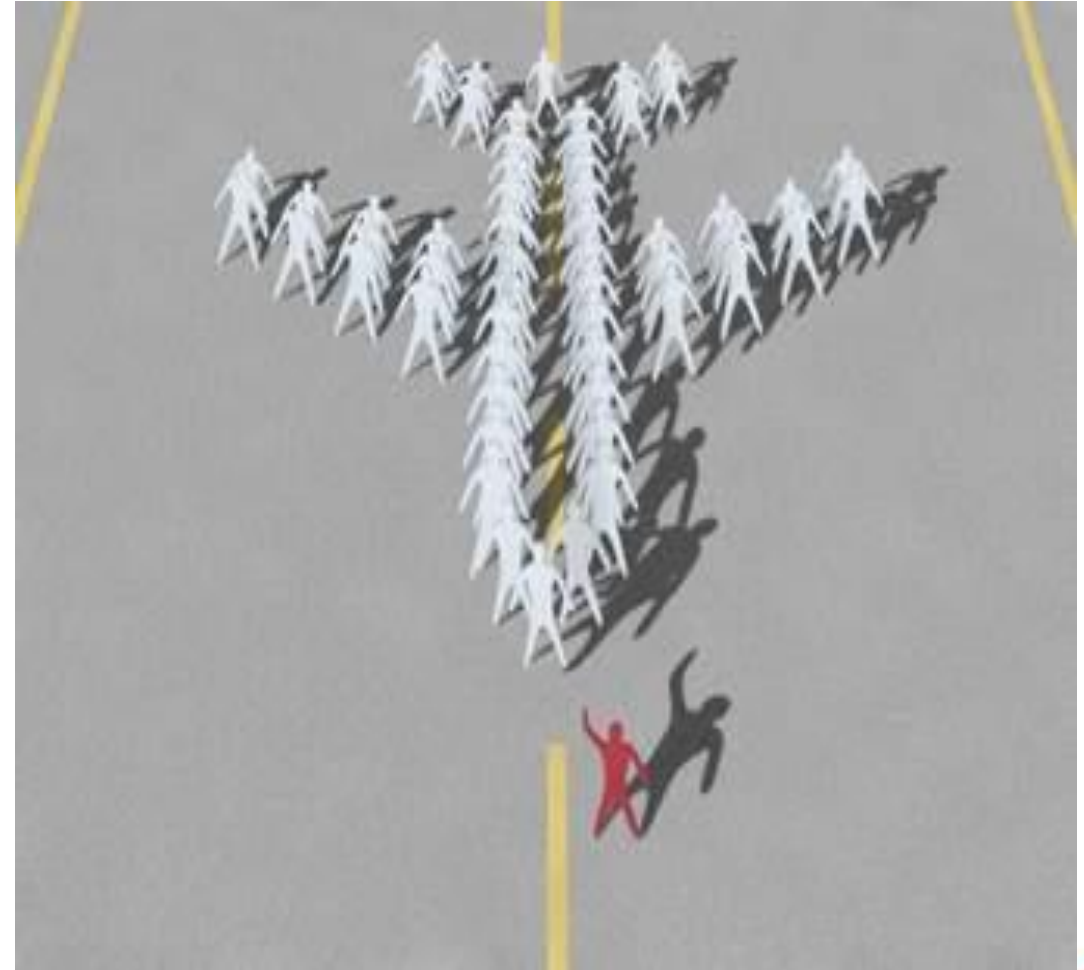
# Staff Engagement

- Engagement starts with **each person** and is **subjective**.
- Employees don't check their personalities at the door when they come to work.
- **Knowing that they are respected as individuals** at work can have a significant impact on how employees view their overall lives.



# Staff Engagement Strategies.....(i)

- **Top Leadership Engagement**
  - People centric CEO
  - HR at the center of leadership
  - Knowing every employee and their different personalities
  - Staff communication meetings – staff engagement delivering business goals
- **Defined Organization Culture**
  - Defined organization values, mission and vision
  - Robust Recognition and Award Scheme
  - Peer Accountability
- **Defined Leadership Brand**
  - Select the right managers
  - Coach, train and empower the managers
  - Common leadership language
  - Hold them accountable for staff engagement index – half year survey



# Staff Engagement Strategies.....(ii)

- **Communication**
  - Open communication on organization performance
  - HR Barazas – employees need to be heard
  - CEO Forums
- **Need for challenging work**
  - Involvement in strategy development
  - Performance management linked to bonus scheme
  - Rewards for creativity and innovation
- **Pay for Performance**
  - Pay/Bonus that is commensurate to effort
  - Clear Performance Management system



# Staff Engagement Strategies.....(iii)

- **Know your employees**
  - Talent Management - Knowing their strengths,
  - Genuine concern/help with the employees key concerns
- **Enabling Work Environment**
  - Open door policy
  - Flatter structures
  - Fun at work
  - Social activities
- **Skills for Life**
  - Self Knowledge
  - Financial Fairs
  - Wellness Program



# The Key Results

- 2010 COYA Company of the Year
- 2014 Deloitte Best Company to Work For Survey
- Over 150 staff award winners- local/international awards
- 2017 Top 100 Global Training and Development Leader
- Robust Graduate Trainee Program – 85% of the trainees are all leading journalists across the East African Region
- Robust Top Leadership pipeline
- Staff Innovation and Creativity
- Strong Employer Brands



# Industry meets Classroom



# Ignite Youth Leadership Program



ARE YOU A HIGH SCHOOLER WONDERING WHICH CAREER TO PURSUE?  
ARE YOU IN UNIVERSITY AND DON'T FEEL MOTIVATED IN THE COURSE YOU ARE DOING?  
ARE YOU ON YOUR FIRST JOB, LOOKING FOR A LIFE GAME PLAN?

## Ignite youth leadership program

**Youth leadership Program**  
8 Modular life skills program (40 training hours)

Dates: 24 – 29 April 2017

### Career Selection Statistics

#### Do you know that?

66% of Kenyans ended up in wrong careers  
27% have not thought about their careers  
And only 7% end up in the right careers  
(MOE 2007).

There is a cost to this misalignment – results in unmotivated people, low productivity, lack of creativity and drive.

### Course Highlights

- Y Self-Discovery
- Y Talent identification
- Y Career Assessment and Coaching
- Y Mentorship
- Y Leadership
- Y Money Matters
- Y Future Planning amongst others.

### Contact Details:

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    @TalentGurus254

- Youth between 12 – 25 years
- 12 modules program
- Self Leadership skills – life skills not taught in school but required in life
- Can be taught in a staggered and accelerated formats





# Our Experience – Ignite Youth Leadership Program



# Ignite Youth Program - Mpesa Foundation Academy



# Ascend Corporate Leadership Program



ARE YOU 25 - 45 YEARS OLD?  
ARE YOU ALREADY WORKING AND FEEL YOU NEED TO GET A LIFE GAME PLAN?  
DO YOU KNOW THAT WE ESSENTIALLY HAVE 40 PRODUCTIVE YEARS TO WORK? HOW WILL WE UTILIZE THESE YEARS WILL REFLECT ON OUR RETIREMENT?  
ARE YOU FEELING RESTLESS, LITTLE OR NO SATISFACTION ON YOUR CURRENT JOB, DO YOU FEEL STUCK AND WONDERING WHAT TO DO?  
ARE YOU LOOKING TO GET TO KNOW YOURSELF BETTER AND UNDERSTAND WHERE YOUR STRENGTHS LIE AND HOW TO BEST TAP INTO THEM?  
ARE YOU IN MIDLIFE YEARS AND WONDERING IF THE JOB YOU ARE CURRENTLY DOING, YOU ARE MAKING AN IMPACT?

## Ascend corporate self leadership program

### Saturday Sessions

The professional's leadership program  
(From 25 - 45 years)  
A 8 modules done over 2 months

Saturdays 8am - 1pm

### Career Selection Statistics

#### Do you know that?

66% of Kenyans ended up in wrong careers  
27% have not thought about their careers  
And only 7% end up in the right careers  
(MOE 2007).

**Quote: Knowing yourself is true wisdom.**

### Do you want to...

- Take charge of your career and life
- Increase your productivity
- Start loving what you do
- Become the best in your field
- Learn how to market yourself
- Start earning what you deserve

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- Targeted from 25-40 years
- 12 modules program
- Self Leadership skills – life skills not taught in school but required in life
- Can be taught in a staggered or accelerated formats



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