



ATENEO DE MANILA UNIVERSITY
GRADUATE SCHOOL OF BUSINESS
CENTER FOR CONTINUING EDUCATION



Leadership and Management

ONLINE PROGRAM

APPRECIATIVE LEADERSHIP: ENHANCING EMPLOYEE ENGAGEMENT

March 15, 16, 17, & 18, 2022 | via ZOOM

The background of the slide is a photograph of a university hallway. Two young women are walking towards the camera, smiling and talking. They are carrying books and bags. In the background, another student is visible, and a clock is mounted on the wall. The hallway has a polished floor and brick walls on one side.

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ABOUT AGSB-CCE

The Ateneo Graduate School of Business - Center for Continuing Education (AGSB-CCE) was established to complement the existing Ateneo-BAP Institute of Banking, a consortium between the Ateneo de Manila University and the Bankers Association of the Philippines. It was initially known as the Basic Leadership Program (BLP) until the name was changed to Continuing Professional Education (CPE) and then finally, to Center for Continuing Education (CCE).

Under AGBS, CCE takes an active role in addressing specific industry concerns that require immediate, purposeful, and focused response. As an industry resource and partner, CCE offers continuing professional development programs that are workplace-based with immediate take-away value. Methodologies are based on business simulation, practical exercises and applications, case analyses, and focused discussions. Courses are designed, developed and delivered by industry practitioners who are noted experts in their respective fields. Together, AGBS and CCE support the Ateneo mission to promote excellence, integrity and service.



WHO SHOULD ATTEND?

Line managers with a great desire to further develop their leadership skills, high potential talents preparing for management/leadership roles, and new line managers and supervisors.

OBJECTIVES

Successful completion of this module enables the participant to:

- ➔ Define employee engagement in the organization;
- ➔ Understand the link between engagement and organization performance and outcome;
- ➔ Apply the strengths-based approach to employee engagement; and
- ➔ Share individual commitments and able to design an engagement plan for the organization.

APPRECIATIVE LEADERSHIP: ENHANCING EMPLOYEE ENGAGEMENT

The definition of employee engagement differs from one organization to another. This program presents a great opportunity to figure what engagement really means for a certain organization and how to best develop, implement, improve and sustain employee engagement in the workplace.

The world has changed a lot! The best approaches to leadership in the past may not be the best for today.

This course is designed to provide an understanding of appreciative leadership as an approach to enhancing employee engagement. While traditional leadership focuses on problem solving, appreciative leadership gives emphasis on the strengths-based approach, that is, learning from what is working well and further developing it for the future thus bringing positive experiences and success to the individual, team and organization.

PROGRAM OUTLINE

I. Module I: Employee Engagement

- A. Brief History
- B. Definitions
- C. Links of Engagement to Performance and Business Outcomes
- D. Degrees and Drivers of Engagement
- E. Approaches to Employee Engagement

II. Module II: The New Language of Organization and Leadership

- A. The Leadership Challenge
- B. The Three Spheres of Leadership
- C. Leadership Attributes Leading to Employee Engagement
- D. Changing Approach to Change

III. Module III: Leading Positive Change

- A. Formative Ideas About Strengths-Based Approach
 - 1. Appreciative Inquiry
 - 2. Positive Psychology
 - 3. Strengths Movement
- B. Relational Strategies
 - 1. The Wisdom of Inquiry
 - 2. The Art of Illumination
 - 3. The Genius of Inclusion
 - 4. The Courage of Inspiration
 - 5. The Path of Integrity

RESOURCE PERSON



DR. ROSARIO C. ALZONA

Dr. Rosario C. Alzona is an independent organization development consultant. Some of her expertise includes organizational assessment, culture management, change management, strategic operational planning, procedures formulation, and learning & development.

Prior to this, she was affiliated with other organizations, such as: Enchanted Kingdom, Sun

Microsystems Philippines, Inc., Andersen Consulting, Sol Open Resource Center, Nutrition Center of the Philippines, Educational Planning and Research Center, and the Philippine Council for Agriculture and Natural Resources Research and Development.

Dr. Alzona has a Bachelors and Masters degree in Statistics from the University of the Philippines. She earned her Doctorate degree in Organization Development from the Southeast Asia Interdisciplinary Development Institute. Further, she has completed other professional programs, such as: Certificate in Strategic Human Resource Transformation and Organization Development and Institute for Attractions Managers.

APPRECIATIVE LEADERSHIP: ENHANCING EMPLOYEE ENGAGEMENT

PROGRAM DETAILS

March 15, 16, 17, & 18, 2022
Tuesday-Friday
8:30 am - 12:00pm
via **ZOOM**

PROGRAM FEE

Php 10,000.00 (*Early Eagle Rate until March 1*)
Php 11,000.00 (*Regular Rate*)

**Schedules and prices may change without prior notice.*

INCLUSIONS

- Digital copies of the materials can be accessed through AteneoBlueCloud (Canvas LMS)
- Digital Certificate of Completion

REGISTER NOW!

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