

PM WORLD BOOK REVIEW



Book Title: ***Raise Your Team's Employee Engagement***

Score

Author: **Richard P. Finnegan**

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Reviewer: **Edward Raibick, PMP**

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Introduction

The book titled **Raise Your Team's Employee Engagement Score** is a manager's guide for companies who have enacted a formal engagement program as well as managers who are struggling with employee engagement within their organization. The book provides instruction, examples and exercises that can be used to foster positive relationships, reignite commitment and inspire employees.

Overview of Book's Structure

- Chapter 1 discusses Employee Engagement Scores, and the importance of employee engagement.
- Chapter 2 discusses the importance of trust and provides a Manager Self-Assessment of engagement styles and behaviors.
- Chapter 3 introduces utilizing employees to exponentially expand your recruiting pool.
- Chapter 4 discusses identifying and hiring employees who self-engage.
- Chapter 5 introduces Stay Interviews as a tool to minimize employee turnover.
- Chapter 6 discusses One-on-One engagement solutions.
- Chapter 7 dives into employee engagement and performance management.
- Chapter 8 discussed leveraging your company's engagement-related programs.
- Chapter 9 introduces utilizing goals and forecasts to create a business-driven model.
- Chapter 10 discusses leading supervisors to build engagement on your team.
- Chapter 11 introduces metrics and surveys for tracking engagement improvement.

Highlights

Raise Your Team's Employee Engagement Score provides real life examples and exercises to improving employee engagement. Topics include interview role-playing exercises and introduces specific interview questions targeted at identifying employee candidates that are more prone to be actively engaged in your organization. Formalized measurements and metrics are introduced to measure the engagement process improvement for the program.

Highlights: What I liked!

The fundamental concepts discussed throughout the book involve building trust in relationships and cultivating an engaged work force where employees take personal pride in going beyond compliance to commitment. These environments are prone to higher moral, higher profitability and productivity.

Who might benefit from the Book?

Raise Your Team's Employee Engagement Score will best serve a leader with a few years of experience that are struggling with employee engagement and motivation. The book forces the manager to do a self-evaluation to raise awareness of how some small and unconscious behaviors may be impacting the engagement of the team.

The book also provides tools to facilitate the employee performing an analysis of their engagement. Corrective actions at the individual and organization level are discussed.

Conclusion

The **Raise Your Team's Employee Engagement Score** is a well constructed guide and a great reference for those involved in leadership positions and challenging work environments. I would highly recommend it to all managers as well as individual performers for positive business and career results.

For more about this book, go to:

<http://www.amacombooks.org/book.cfm?isbn=9780814438626>

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Edward Raibick, PMP is a Security Project Management Consultant with extensive experience software engineering, managerial and IT Project Management. Edward holds a Master's degree in Information Technology with a concentration in Internet and IT security, a Bachelor's degree in Information Technology and an Associate in Specialized Technology degree in Electronics. His career includes over 10 years with the IBM Corporation and over 15 years with Texas Instruments. Edward is a member of the Project Management Institute, Dallas Chapter, having acquired his PMP certification in 2011.

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