

The 8 Es of Employee Engagement

A scientific approach to employee engagement and retention

One-day workshop designed for leaders seeking measurable behavioural change

Traditional engagement fixes such as salary hikes, benefits and perks often fail to deliver lasting results. When these surface-level changes don't work, organisations stay stuck, never reaching their full potential for productivity or retention.

Conventional engagement methods fail because most engagement strategies ignore the intrinsic behavioural factors that actually drive people. This workshop equips leaders with a practical roadmap to bridge the gap between employee expectations and organisational reality.

This high-impact workshop moves beyond the 'perks' and dives into the science of human behaviour to solve the engagement puzzle.

What you will gain

Data-driven insights

Leverage scientific process to measure the intrinsic behavioural factors that drive engagement.

Expectation gap analysis

Identify where employee expectations and organisational motivators are misaligned.

Strategic dialogue

Learn to facilitate essential conversations between managers and team members that spark change.

Shared accountability

Shift engagement from an HR initiative to a leadership-owned culture

Cultural transformation

Create a sustainable environment of motivation and high performance.

Outcome

Actionable insights that enable leaders to build a motivated, committed and high-performing workforce.

Who should attend

This workshop is designed for professionals who influence people strategy and performance:

- **Leadership** - senior leaders, HR experts, departmental heads, functional managers, supervisors, and emerging leaders.
- **Development experts** - professionals, trainers, coaches, and consultants.

Format

Prior to the workshop, participants will complete a scientifically designed assessment to evaluate engagement across the 8Es, highlighting expectation gaps and hidden motivators.

Post-assessment, a facilitated training / one-day workshop will be held to debrief assessment insights, prioritise actions and equip leaders with practical tools to close engagement gaps.

Facilitator

Ravishankar Krishnan

Principal Architect - Behaviour and Performance
(Accredited and Certified Trainer / Coach)
Solutions Partner - HATS

An HR and training professional with over 40 years of varied organisational working, consulting expertise in core / strategic HR, organisational design, training, and industrial relations in reputed corporate group companies, multinational companies.

Workshop details



Location
Travelodge
(Gaborone)



Date and duration
11 August 2026 (8 hrs)
Self-paced (4 hrs)



Price
BWP6,500
(incl VAT)*

** A 5% discount is available for groups of five (5) or more participants from the same company.*

Levy payers who enrol their employees may claim full training costs from the HRDC levy

Registration and contact details

To register, complete this form: [Training registration form](#). Upon receipt of the form, an invoice will be shared, which is payable immediately.

For more information, email gttraining@bw.gt.com or call 395 2313.

Move beyond perks. Master the science of engagement.