

# Why does “engagement” matter?

Engagement is about bringing our best selves to work, to inspire, inform and connect our teams.

Companies with high employee engagement...

are **21% more profitable**

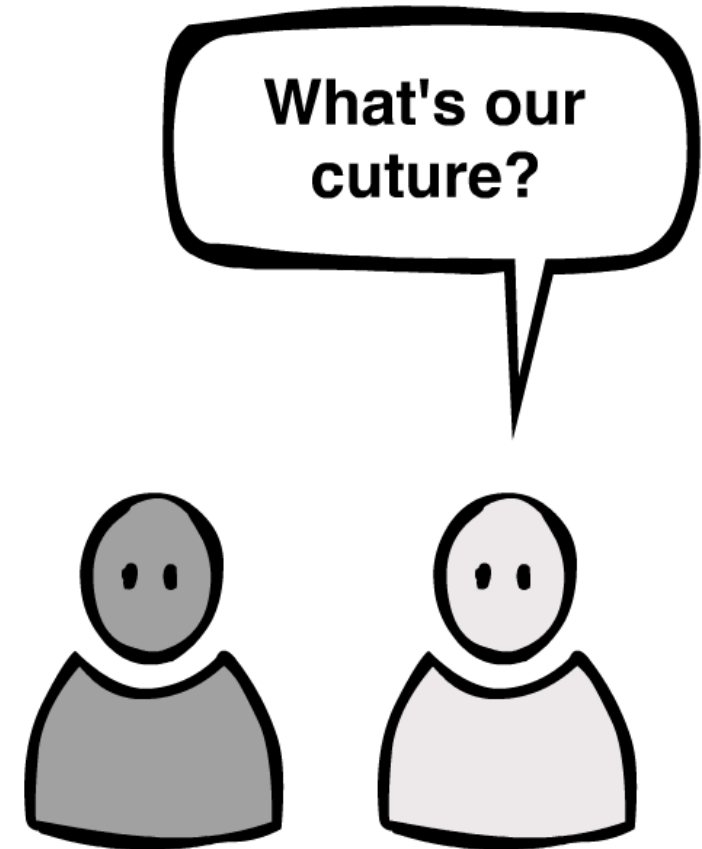
report **41% lower absenteeism**

are **25% more likely to stay** with a company

provide **better customer service**.

Improving company culture is the result of small incremental shifts in mindset and practice that, over time, add up to a full experiential transformation.

Harter (2022) “Employee Engagement vs. Employee Satisfaction and Organizational Culture” Gallup Workplace. Accessed April 6, 2023. <https://www.gallup.com/workplace/236366/right-culture-not-employee-satisfaction.aspx>



# What are the options?

## Hourly consultation

One-off sessions on location to explore and roadmap specific culture, engagement and communication challenges.

## Keynote speaking

From 5 to 50 minutes. Keynote, panel, lecture or facilitation to introduce and animate any engagement topic for any occasion.

## Group training, coaching, workshops

Team-strengthening sessions, in-company group training for 5-25 people. Highly interactive, tailor-designed for specific topics and goals. Full-day sessions incorporate additional trainer specialists.

## Private Professional coaching

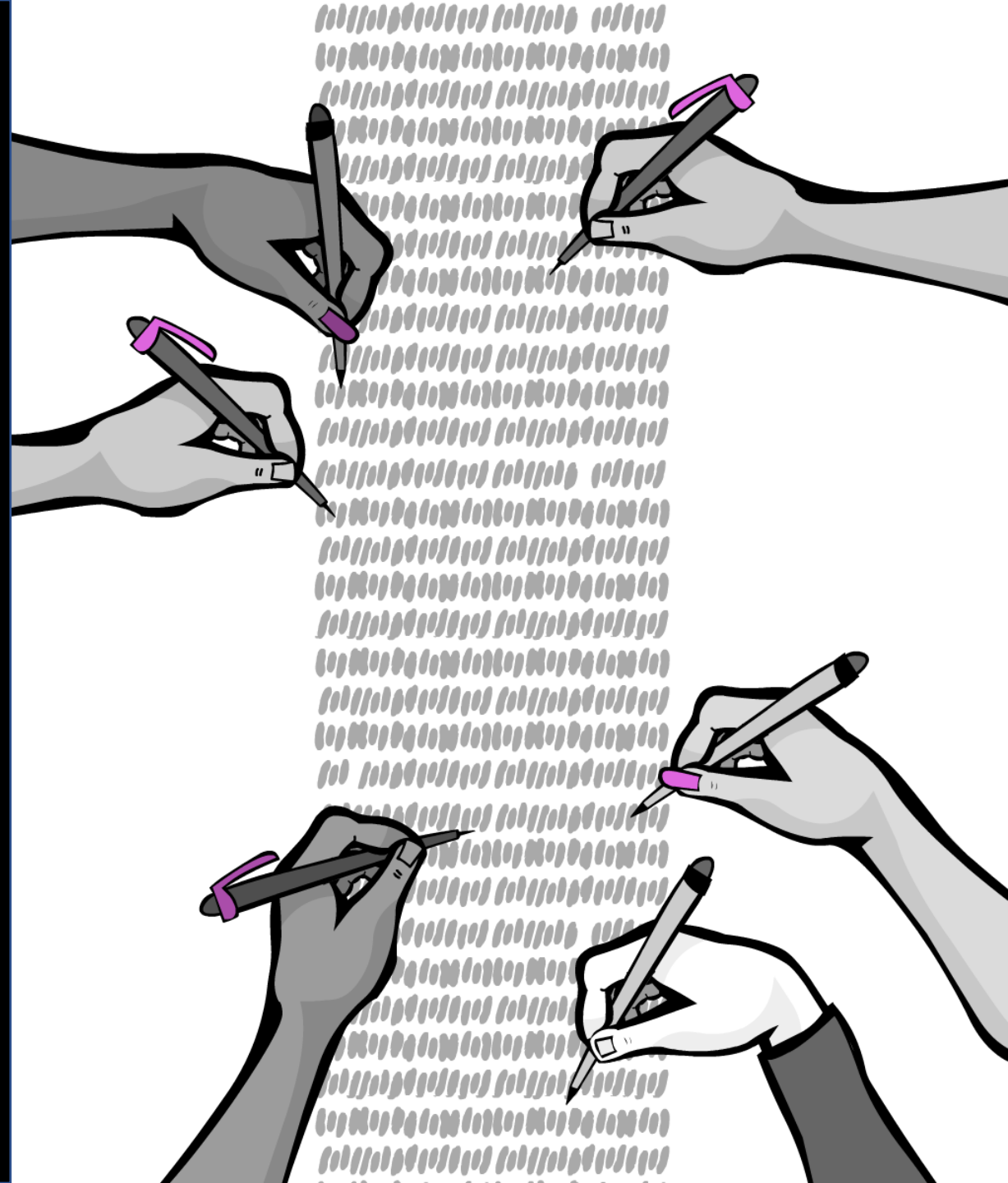
One-on-one executive coaching for leaders on the move. A 6–8-month journey consisting of weekly sessions. Exploring and overcoming professional impediments, growing into an inspiring leader.

## Embedded in-company work

What is the state of your current organizational culture? What are the barriers to employee connectivity, communication and engagement? An in-depth 6–8-month examination of the current cultural climate for a sustained result.

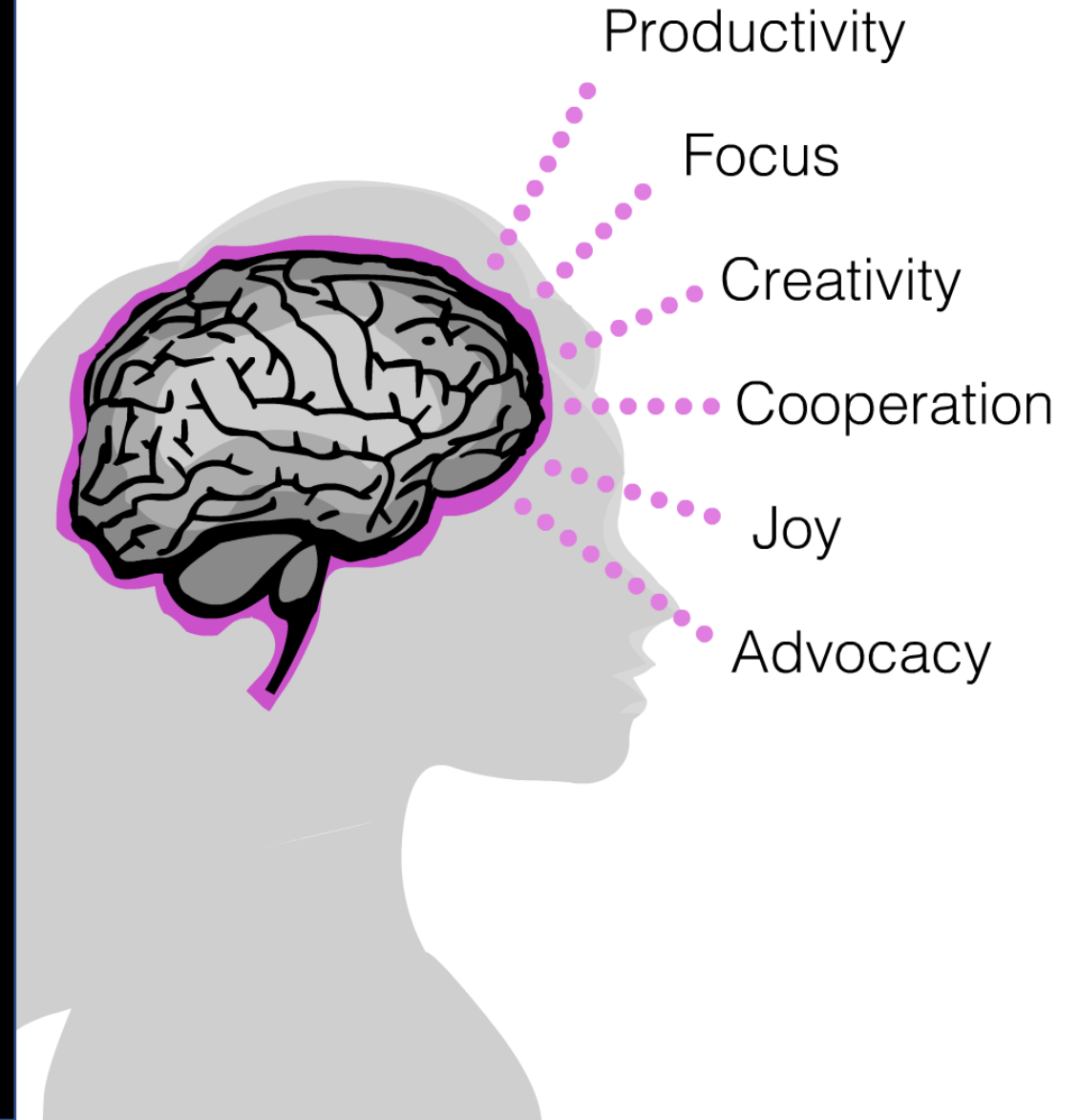
## Onboarding Design

The quality of organizational onboarding is the most important indicator determining employee loyalty, engagement and length of stay. This 6-8-month working project examines the quality and effectiveness of current onboarding practices and maps joiner personas to a re-designed journey map.



# What are the topics?

- Engage, Inspire & Connect Working Teams
- Improve Internal Communications
- Towards More Connected Communities
- Presenting with Power: Storytelling for Leaders
- Increasing Your Visibility as a Leader
- Mastering Content Creation, from Podcasts to Books
- Managing Hybrid Teams
- Visible Leadership Strategies and Approaches
- Visible Leadership for Women
- Building In-House Coaching
- Creating Flow for Focused Teams
- Ritual Auditing and Conscious Workload Reduction
- Joy and Laughter for Creativity, Resilience and High Performance
- Onboarding Re-imagination for Long-Term Success
- Communication of Change and Transition Management
- Roadmap for Effective Listening
- Storytelling for Teams and Leaders
- Recycle not Re-Org: Strategies for People-centered Change



# Who's the coach?

A 25-year veteran of highly complex international organizations, Fiona is a Culture, Engagement and Communication specialist, helping leaders and teams improve communication, visibility, authenticity, connection and community.

Fiona has worked for Danone, Philips, PostNL, NN-Group and Achmea as a communication, culture and engagement specialist. She has coached leaders, designers, practitioners and special interest groups throughout her career.

Focused, guided work, on-on-one or in groups help form conversations, build bridges, create new habits to inspire, connect and engage.

**Contact Fiona for an initial consultation.**

**Fiona Passantino**

**[fiona@postcovidhandbook.com](mailto:fiona@postcovidhandbook.com) | +31651519431**



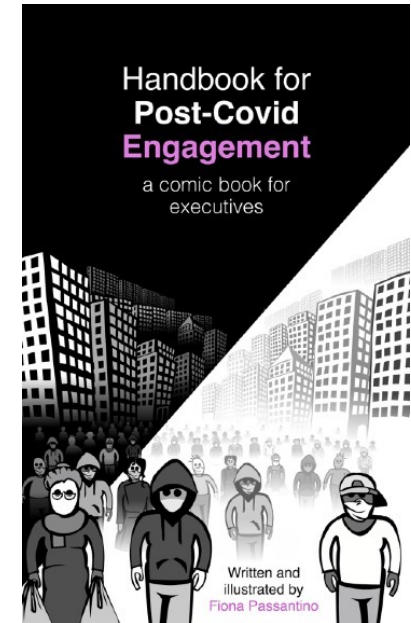
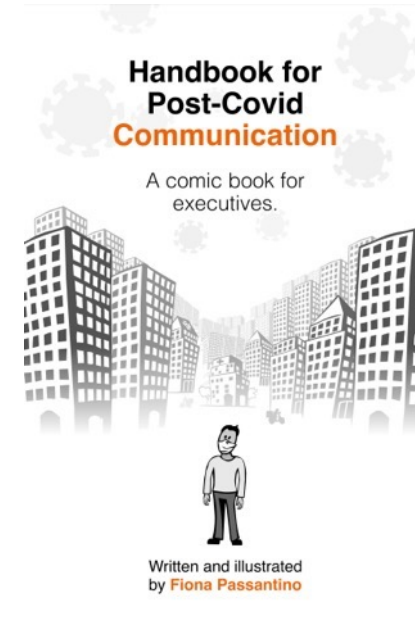


## What else?

Fiona writes and speaks frequently on the subject of culture, engagement and communication, focusing on the post-Covid workplace. She is the author of the [Comic Books for Executives series](#).

Hear the [podcast](#).  
Read the [books](#).  
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## Post-Covid Leadership Advice



