

# A High Bar

An aerial photograph of the Drake University campus. The central focus is a large, historic brick building with multiple gables and a prominent steeple. To the left of this building is a circular driveway with a central fountain. The campus is surrounded by lush green lawns, numerous trees, and paved walkways. In the background, other campus buildings and a parking lot are visible.

## Five Predictors of Engagement



Cris Wildermuth, Ed.D., SHRM-SCP, SPHR  
Master of Science in Leadership Development



**Welcome!**



A photograph of several graduates in black academic regalia, including caps and gowns with blue stoles. They are smiling and looking towards the right. The background is slightly blurred, showing more graduates.

# **Master of Science in Leadership Development**

# DEVELOP

The background of the slide is a photograph of a person with long, light brown hair, seen from behind, raising their right hand. They are wearing a green and blue patterned sweater. The setting appears to be a classroom or lecture hall, with a blurred background showing other people and a screen.

Competency-based

Weekend courses

Start at any time

No GRE



# DEVELOP



[www.drake.edu/leadership](http://www.drake.edu/leadership)



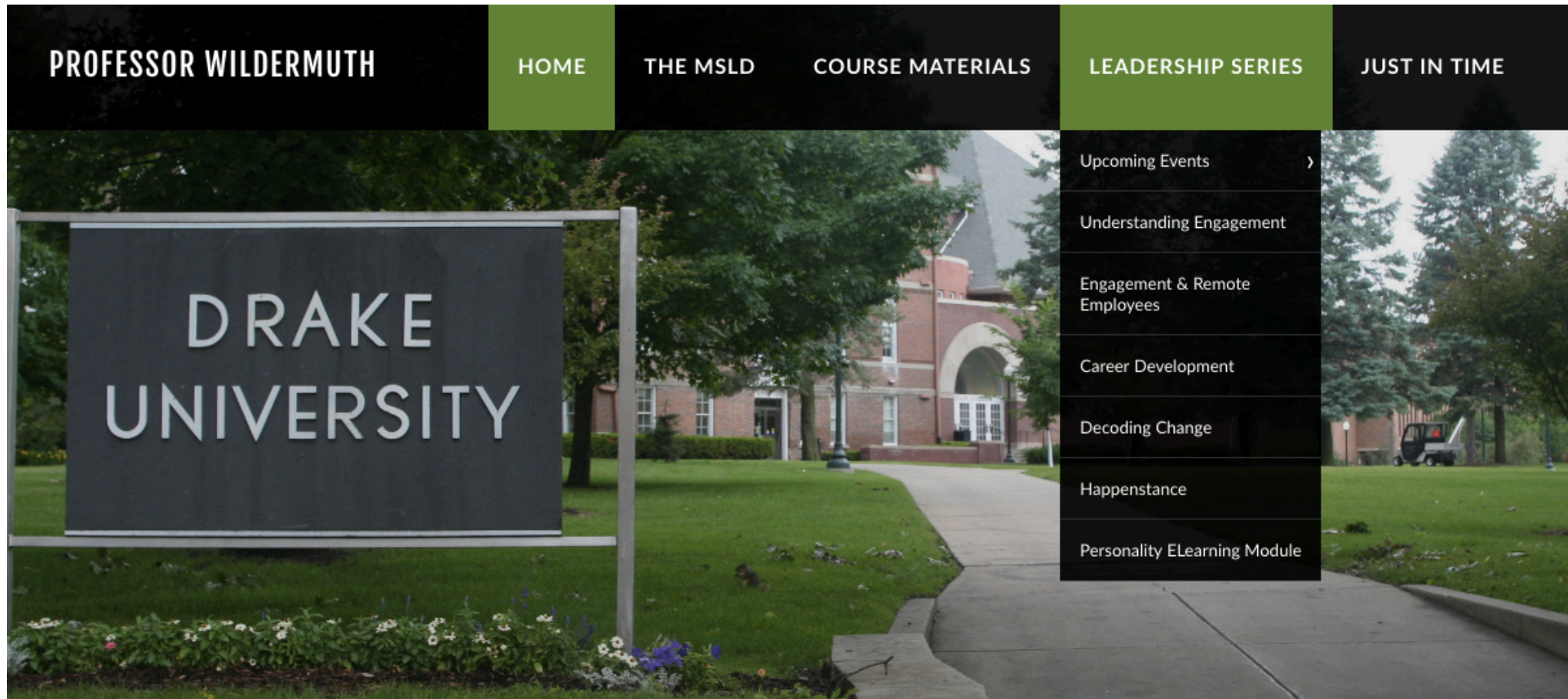




SOCIETY FOR HUMAN  
RESOURCE MANAGEMENT



# Slides, Handouts



<http://www.professorwildermuth.com/program-materials.html>



# Recording





A photograph of a rustic kitchen interior. The walls are made of vertical wood planks. A window with a wooden frame is in the background, featuring red curtains tied back. A red circular decoration hangs on the wall to the left of the window. Above the window, a string of clothespins holds a black baseball cap. In the foreground, a dark wood-burning stove with white-painted drawers has a large silver pot and a black kettle on its surface. A wooden cutting board with a knife and some food is also on the stove. The text "A Kitchen Conversation" is overlaid in the bottom left corner.

# **A Kitchen Conversation**



# Road Map

What is engagement?

Job & organizational engagement

Five predictors of engagement

The Meaningful Leader™

# Road Map

What is engagement?

Job & organizational engagement

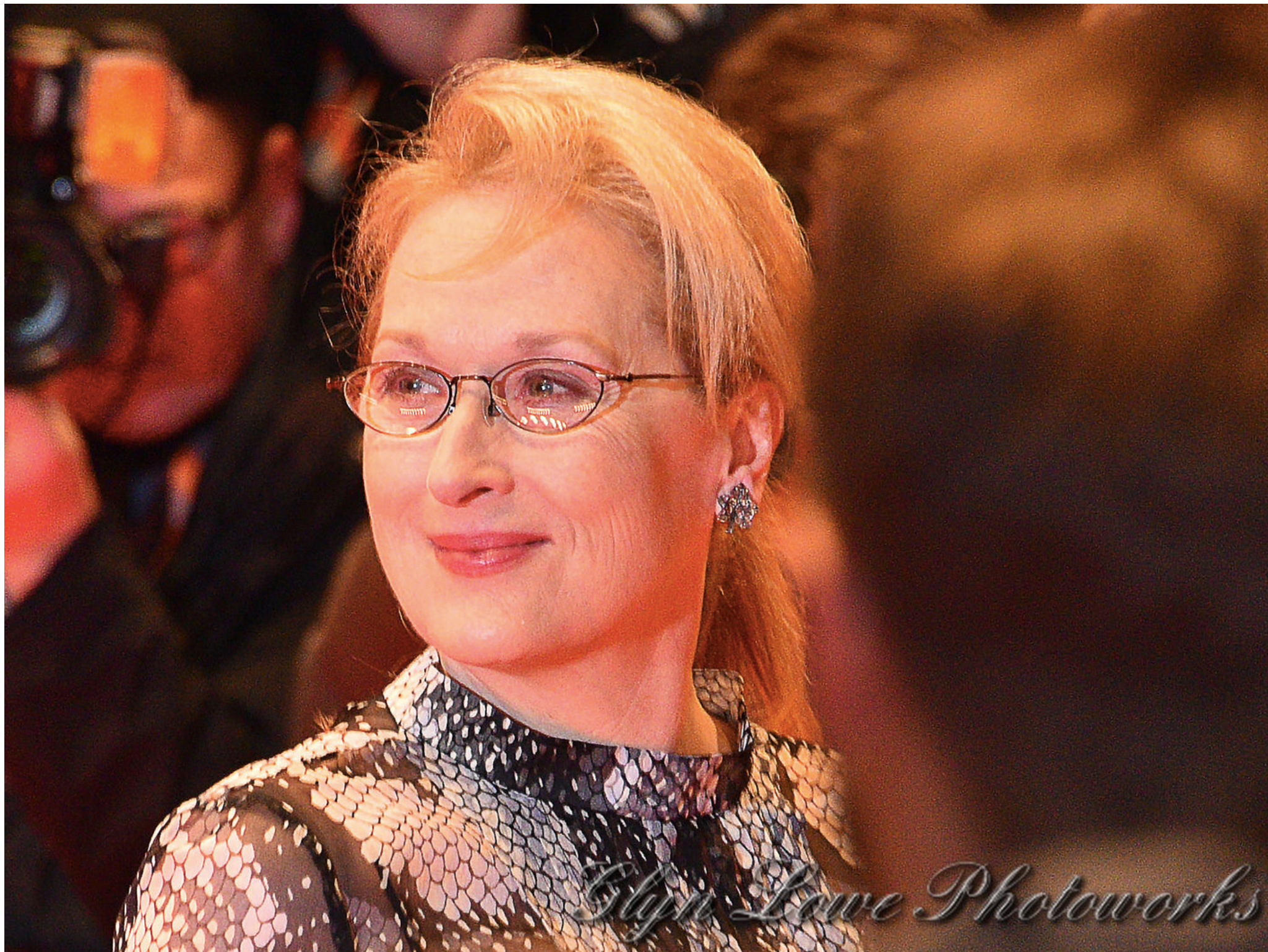
Five predictors of engagement

The Meaningful Leader™



**What do these people have in  
common?**















*Bon Appétit!*

Julia Child's Kitchen  
at the Smithsonian

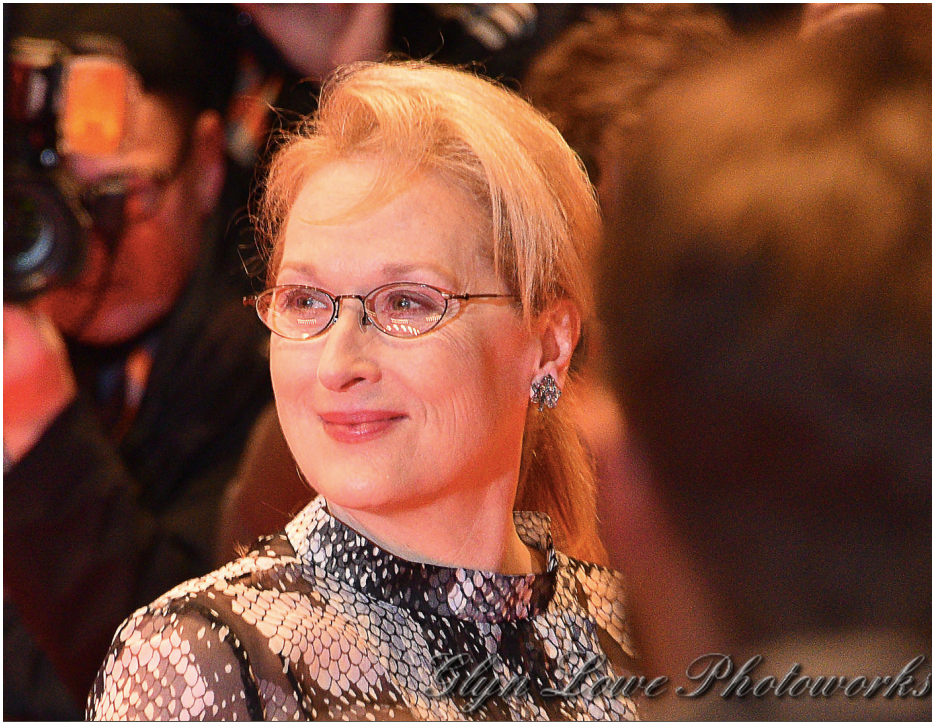






**Sure, these people are  
famous...**

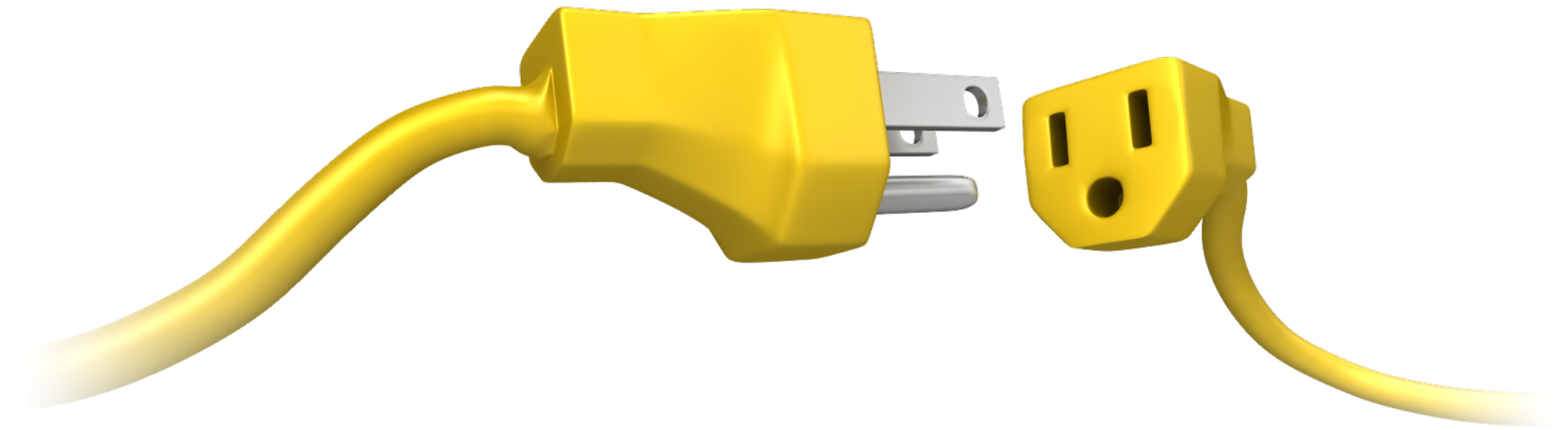
*But there is  
Something else*







**These people are the embodiment of  
their profession.**



*Engaged people are deeply*

**CONNECTED**

*to their work*



**A very  
high bar!**



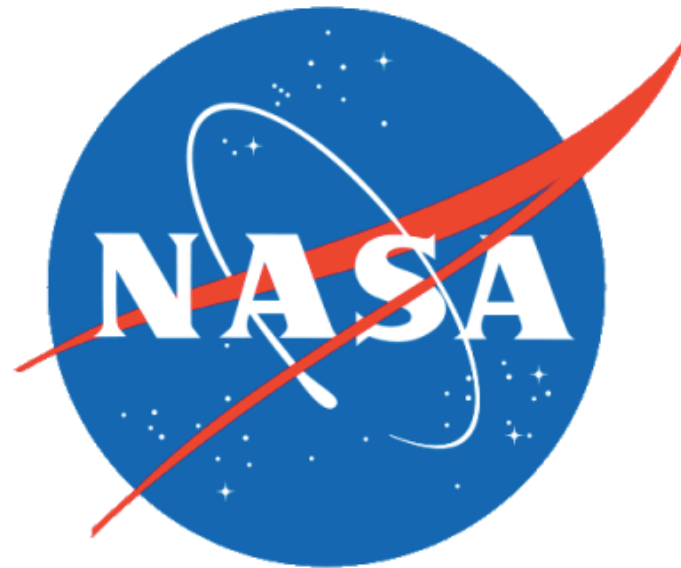


*Engagement  $\neq$  liking your job*





*Engagement ≠ work ethic*



*Engagement ≠ commitment*



connection



high bar





*Engagement is not constant*







**You can never achieve total, permanent,  
engagement.**

**You can only create conditions that  
maximize it – most of the time.**



# Road Map

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# JOB ENGAGEMENT

connection to your job



# ORGANIZATIONAL ENGAGEMENT

connection to your organization

# JOB ENGAGEMENT



ENERGY



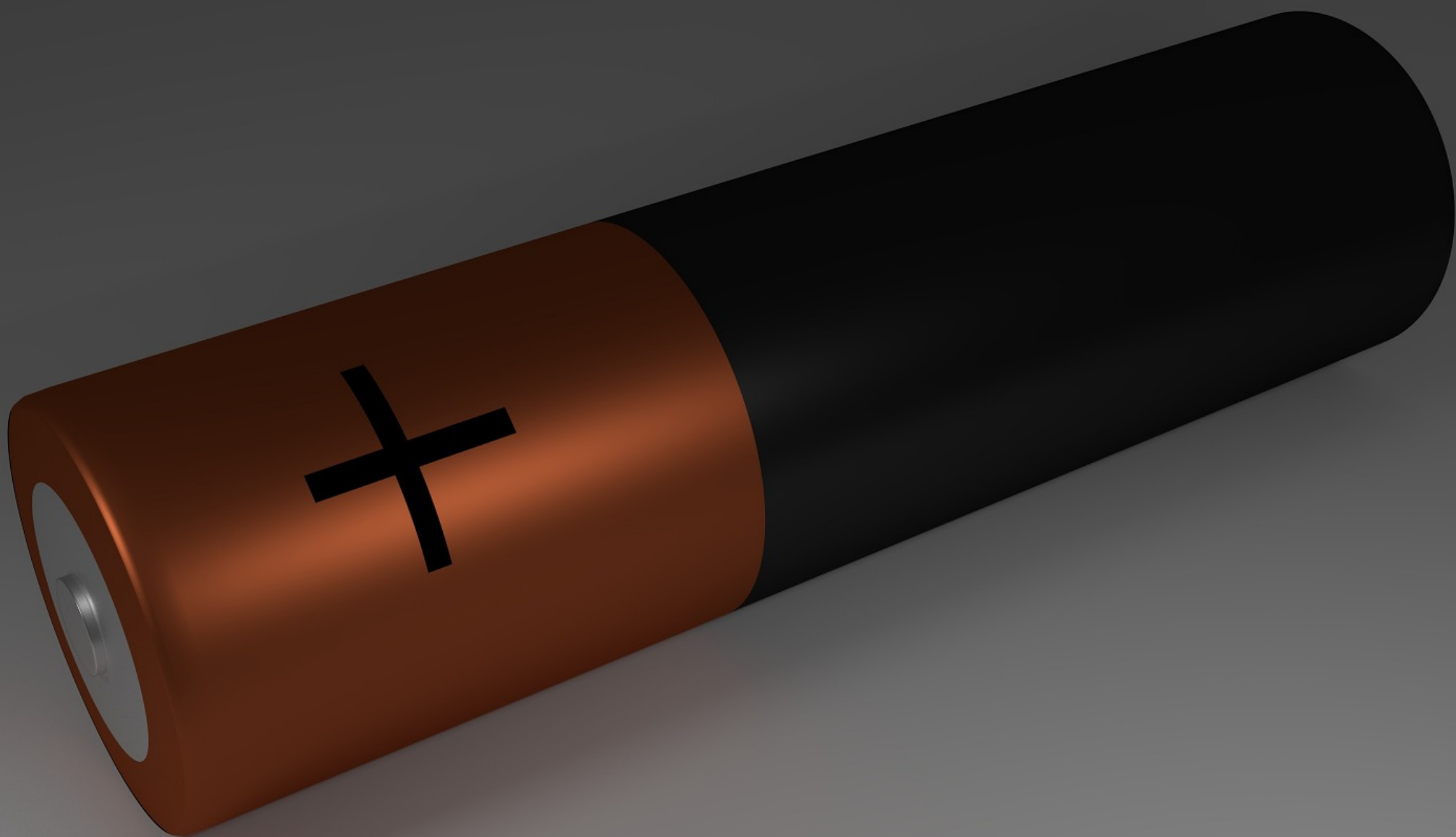
FOCUS



PASSION









# ORGANIZATIONAL ENGAGEMENT



ROLE EXPANSION



PRIDE



ENERGY



FOCUS



PASSION



ROLE EXPANSION



PRIDE



# JOB ENGAGEMENT



A diagram illustrating the relationship between Job Engagement and Organizational Engagement. A dark blue rectangular box at the top contains the text 'JOB ENGAGEMENT'. A vertical dark blue line descends from the bottom center of this box. To the right of this line, a series of approximately 12 small, semi-transparent dark blue dots are arranged in a curved, downward-sloping path, leading towards the bottom box. The bottom box is green and contains the text 'ORGANIZATIONAL ENGAGEMENT'.

# ORGANIZATIONAL ENGAGEMENT













# Road Map

What is engagement?

Job & organizational engagement

Five predictors of engagement

The Meaningful Leader™





FIT



MEANINGFULNESS



GROWTH



CLIMATE



LEADER



**Fit**













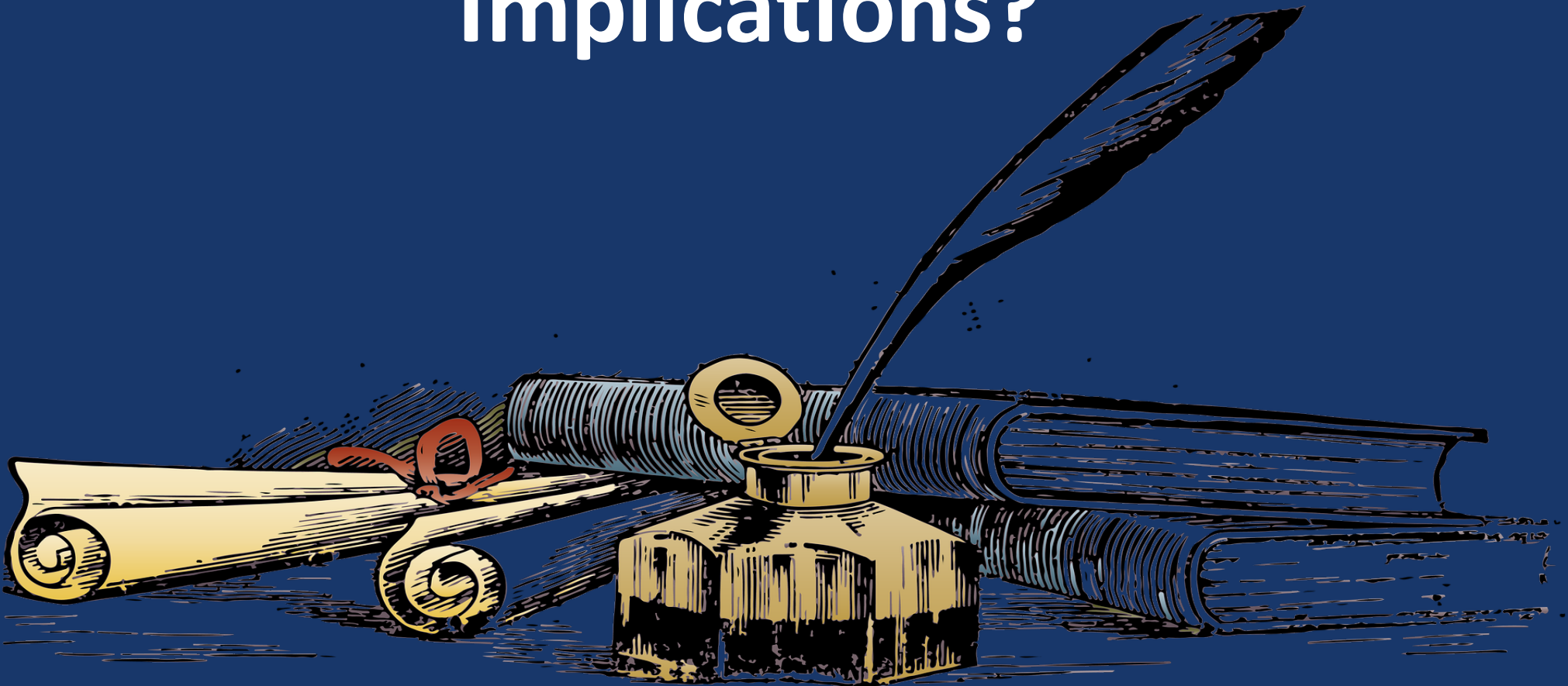








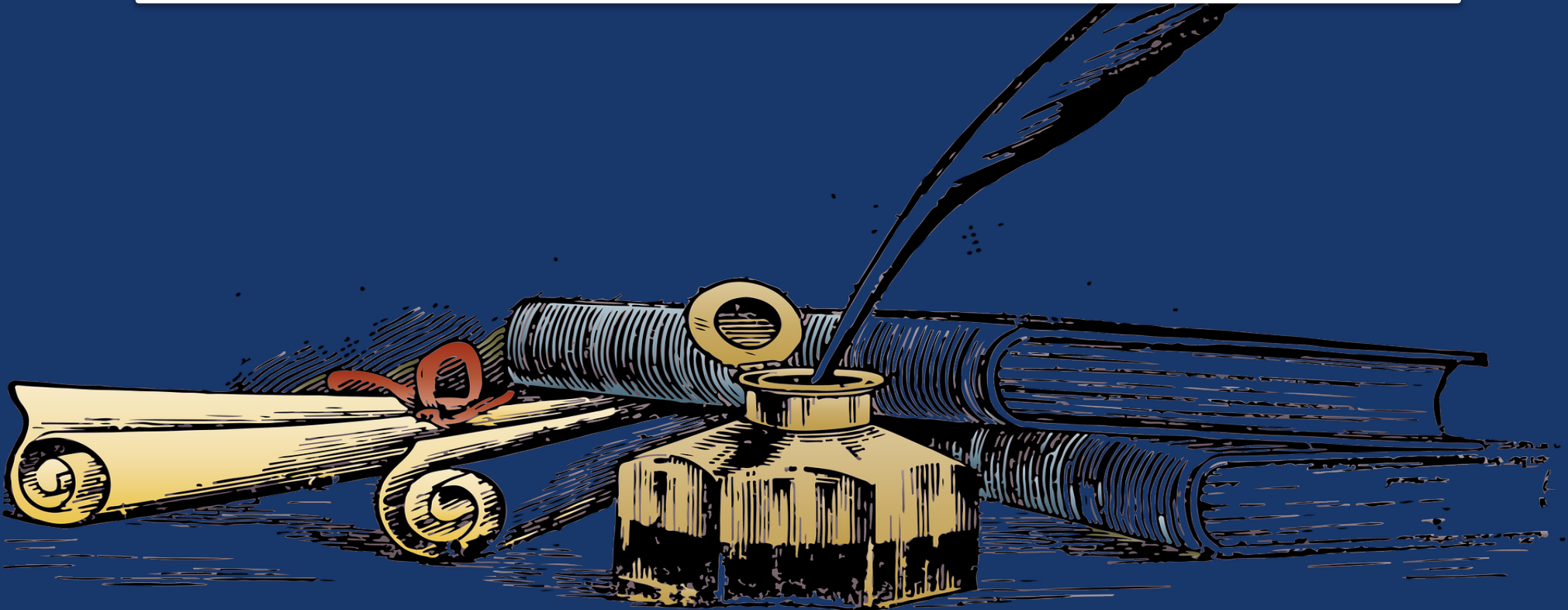
# Implications?



Unnecessary rules & policies

Serious discussion on inclusion

Alternative career routes





**MEANINGFULNESS**











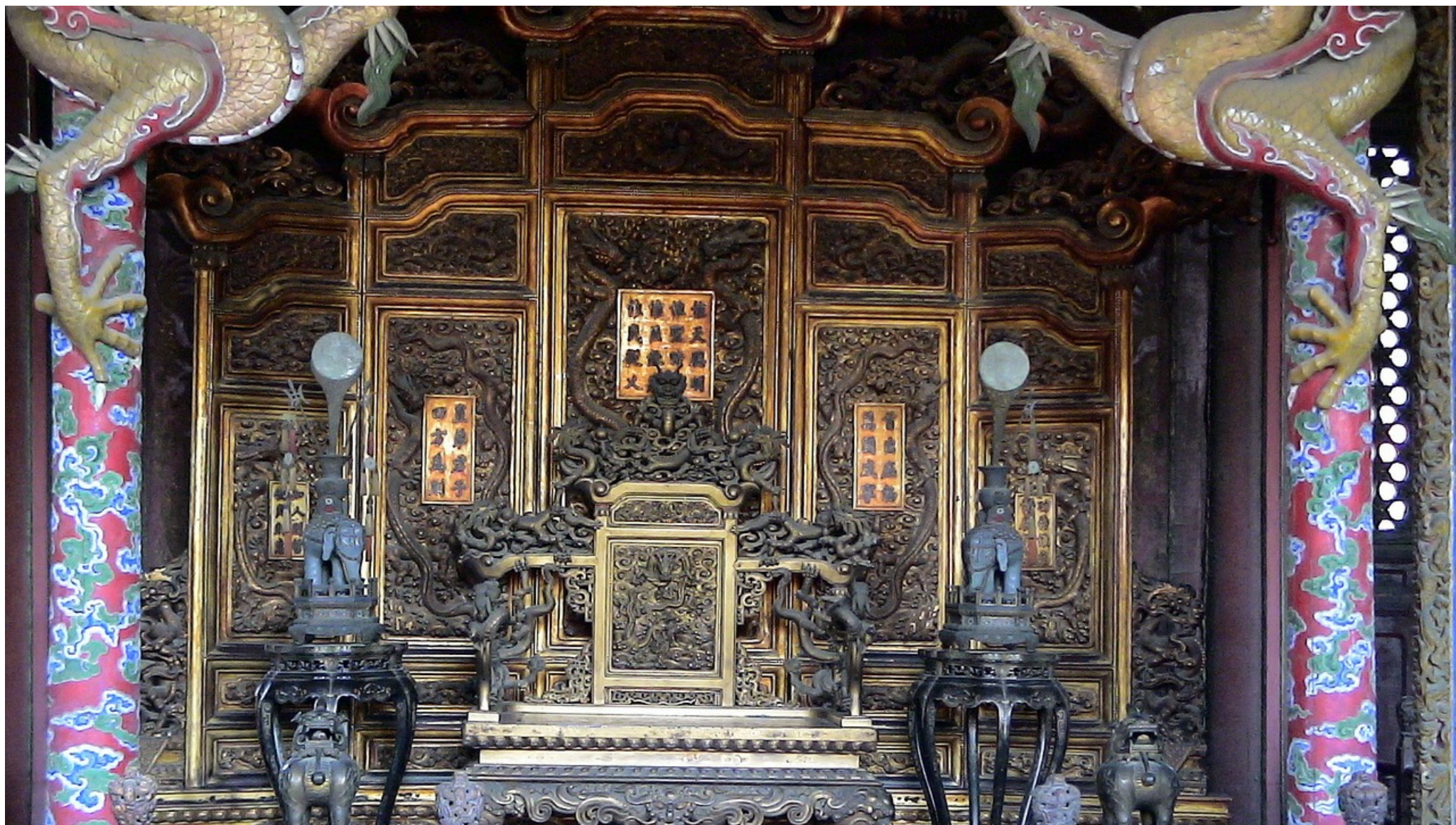
**How do you enhance the sense  
of value of ALL your  
employees?**





**We're not talking about...**





**We're not talking about...**



**A CULTURE of meaningfulness**

What can you do?





# Fit & Meaningfulness

**FIT**



**MEANINGFULNESS**





GROWTH







CLIMATE



LEADER





## *What are the five predictors?*

Fit: I match my job

Meaningfulness: My job matters

Growth: I am learning

Climate: I enjoy my team

Leader: I have an engaging leader



77%

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PROVIDING RECOGNITION



DEMONSTRATING TRUST



BUILDING ON STRENGTHS



TAKING A PERSONAL INTEREST



MEANINGFULNESS



GROWTH, MEANINGFULNESS



FIT



MEANINGFULNESS



# A Brief Recap

Engagement = Connection / High Bar

Fit + Meaningfulness (most important)

Growth, Climate, and Leadership

Recognition, Trust, Benevolence, Strengths







# An open invitation...



Dr. Cris Wildermuth

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# The Meaningful Leader

- One credit hour course on engagement and leadership
- October 28-29 (Friday night, Saturday 8:30-4:30)
- 10 SHRM/HRCI credits







**Drake**  
UNIVERSITY

***Happy Learning!***