

# Employee Growth & Engagement Strategies



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# Safety Check

- Where are the applicable **Safety Exits** are located?



- Where is the **external muster points** are located?



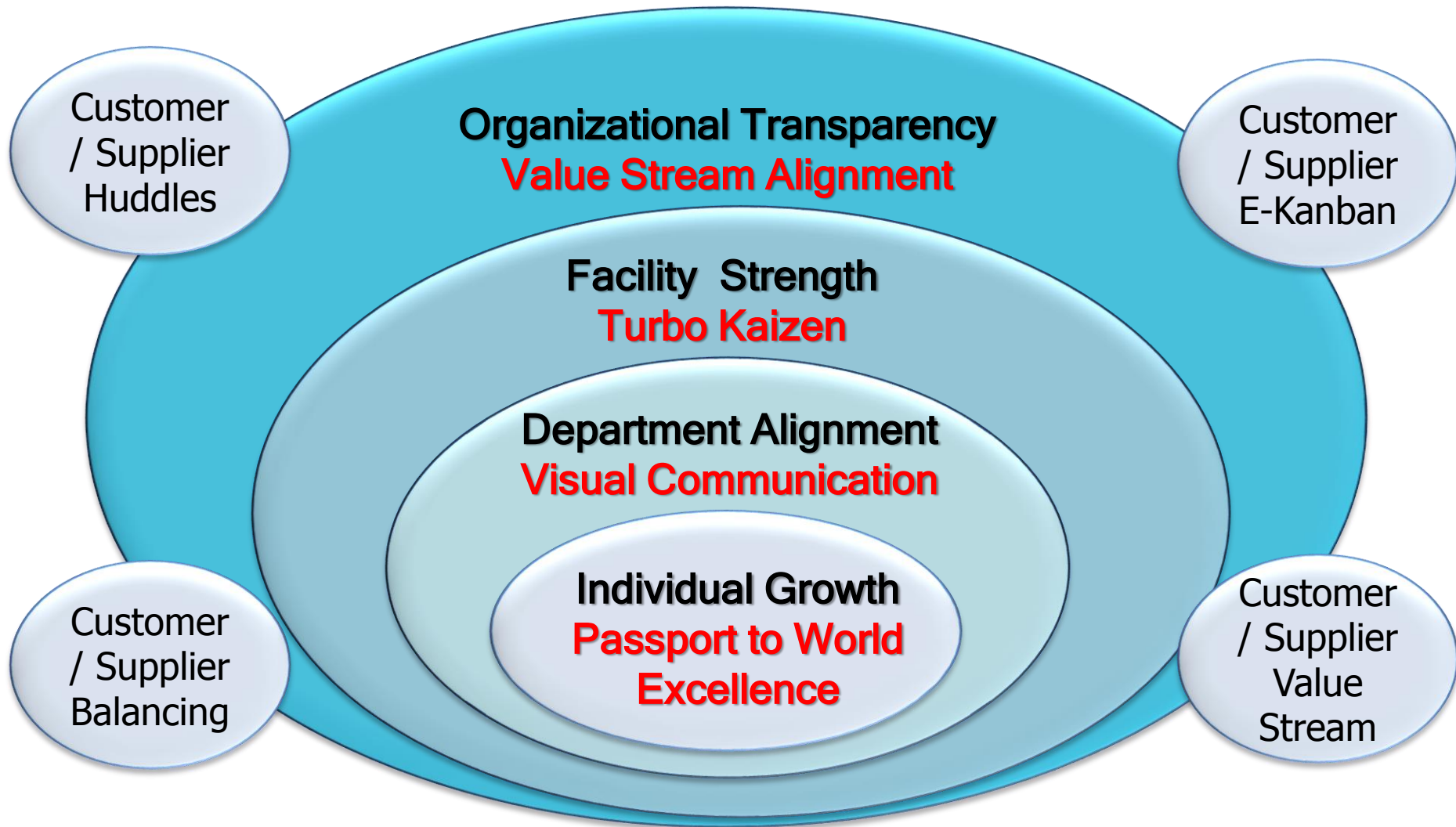
- Where is the closest **fire extinguishers** are located?



- Any other safety questions or concerns before we start?



# “Dynamic Organization Transformation”



# Value Stream Transformation Starts Here!!

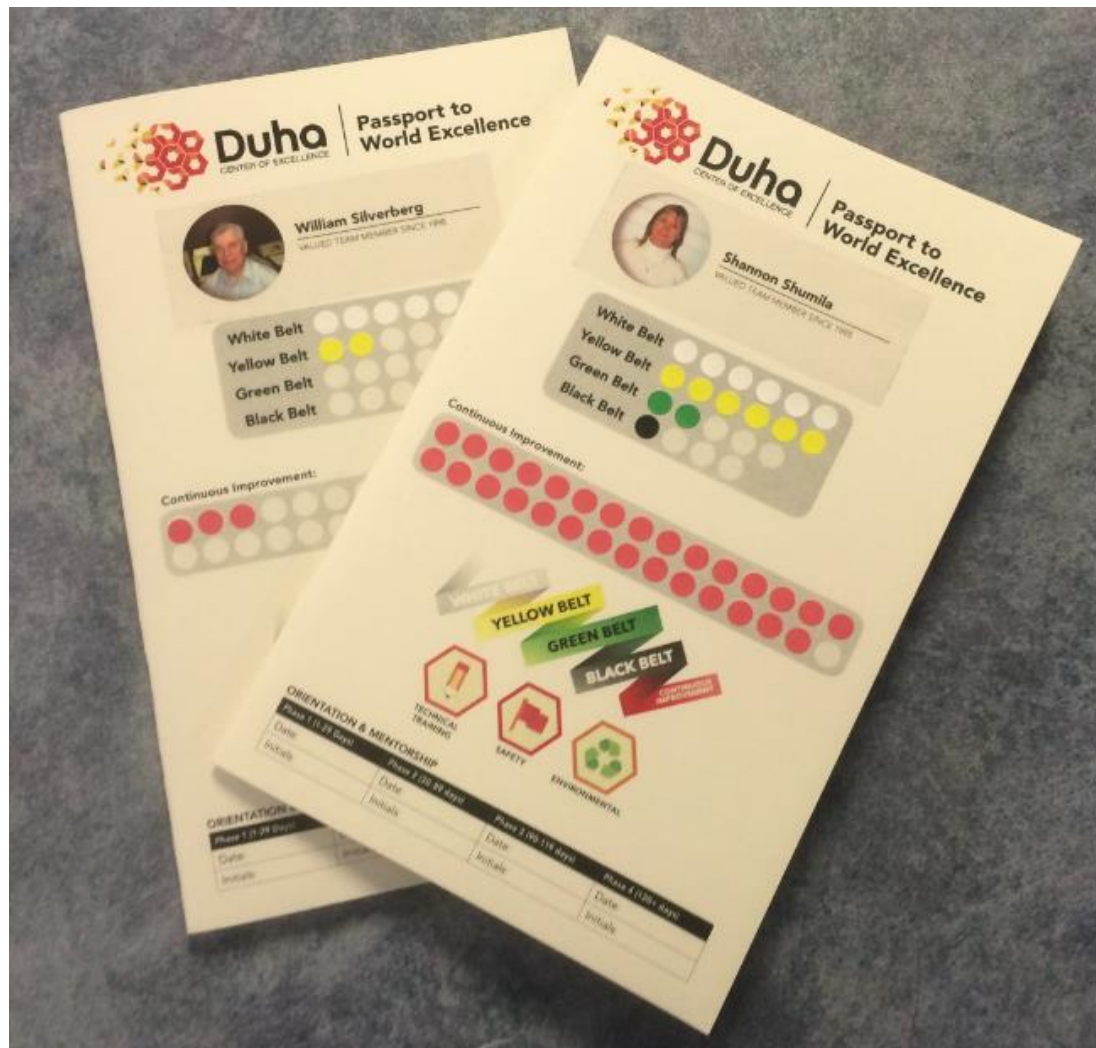


## People - Growth System





# The Duha Passport is their Roadmap



# The Passport System

Introduction - White Belt

Understanding - **Yellow Belt**


Implementing - **Green Belt**

Training Others - **Black Belt**

Allows team members to grow at their own pace while making gradual improvements to our organization

Passport Reviewed?	Y or N
Current Skills Updated?	Y or N
Shareback Requested?	Y or N

This is a great time to discuss the possible opportunities of training and skills development.



**Duha**  
CENTER OF EXCELLENCE

**Passport to World Excellence**

White Belt

Yellow Belt

Green Belt

Black Belt

Continuous Improvement:

WHITE BELT

YELLOW BELT

GREEN BELT

BLACK BELT

CONTINUOUS IMPROVEMENT

TECHNICAL TRAINING

SAFETY

ENVIRONMENTAL

ORIENTATION & MENTORSHIP

Phase 1 (1-29 Days)	Phase 2 (30-59 days)	Phase 3 (60-119 days)	Phase 4 (120+ days)
Date:	Date:	Date:	Date:
Initials:	Initials:	Initials:	Initials:

# S.W.O.T





## **Strengths (Best Practices)**

What your organization does well?



## **Weaknesses (Worst Practices)**

What your organization does not do well

This does not mean you can't or don't!



# Opportunities

(Idea's for positive change)

## Possible solutions for issues or problems

- Ideally there should be at least one opportunity for each weakness.



# Threats

(road blocks out of your control)

What could prevent you from implementing ideas



# Duha SWOT SYSTEM:



## Strengths-Weaknesses-Opportunities-Threats (S.W.O.T.) Brainstorming Activity Chart



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<u>S.W.O.T. Name/Type</u>	<u>Event Date</u>	<u>Team Name &amp; Members</u>	<u>Facilitator</u>
<u>Strengths</u>	<u>Weaknesses</u> <small>Number each sticky to reference related opportunities</small>	<u>Opportunities</u> <small>Number each opportunity to reference related weakness</small>	<u>Threats</u>
		Use this color sticky to link to Prioritization	
What we do well	What we can Improve on	Actions that can make improvements	Barriers that may stop us from improving

# Workshop Exercise

- At your table there is a SWOT Mylar with an employee engagement topic.
- Conduct the SWOT within your group.
- Elect one representative from each table to report out Weakness and Opportunities to the workshop.
- Collect ideas that may work for your organization on the cards at the tables.

# Thank You!

*Your opinion is important to us!*

**Please take a moment to complete the survey using the conference mobile app.**

**Session No: ThS/69**

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