

The Employee Engagement Platform.



Employee
engagement
made easy.

Together we
work better.

ex2

Together we work better.

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“Leaders become great, not because of their power, but because of their ability to empower others”

John Maxwell

Great organisations are powered by great people.

Great people are empowered by engaging leaders. Your employees will only choose to bring their full intellect, innovation and talent to the table at work when they experience great leadership. Without it, they simply turn up, do enough, and dream of greener pastures.

Etimes2 identifies the leadership and cultural blockages preventing your employees from applying their full talent at work. We also specialise in generating the solutions, tailored to each team and leader.

Harness the collective talents and unlock the potential within your workforce.

Deeper analysis. Informed decisions.

Our powerful diagnostics shine a light on the blockages in each team. Our collaborative platform shares ownership of solutions between leaders and employees, making it easy for every employee to have a potent voice. To feel part of the process.

We make organisations better from the inside out by highlighting the specific development each line manager needs to become an engaging leader. Leaders who inspire and empower their team members to bring their full value to work every day, driving productivity and performance.

Engaging Leadership

Etimes2 profiles each team against 8 validated engagement drivers providing a clear path to creating a culture of engagement through great leadership.

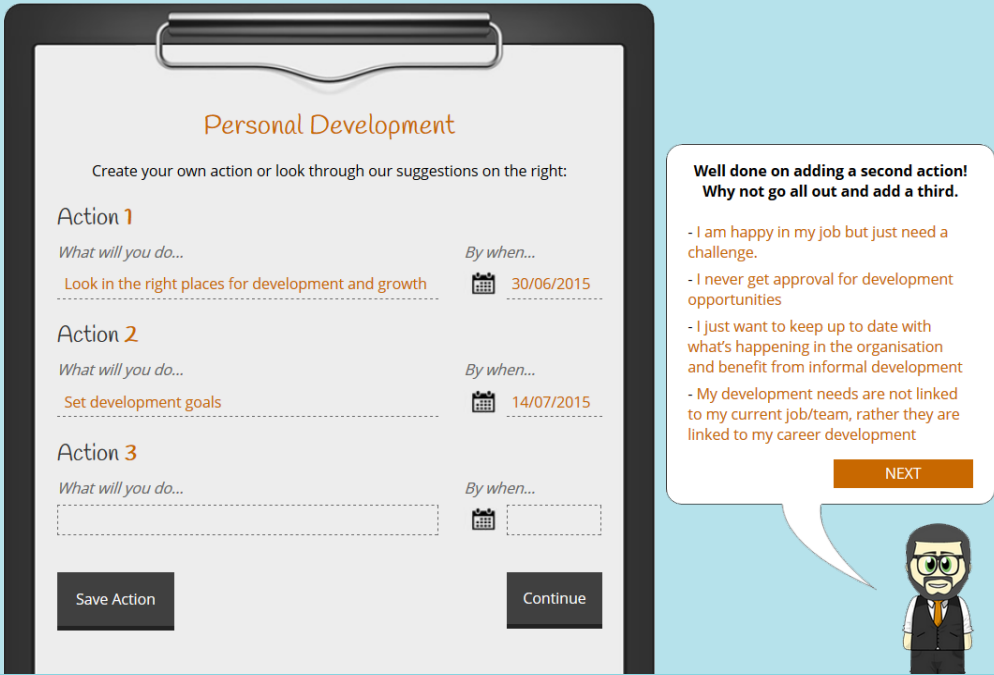
Insight

We uncover indepth insights and analysis, tailored to each employee, line manager, team and organisation, that help channel real results for the organisation and the individual.

Empowered Employees

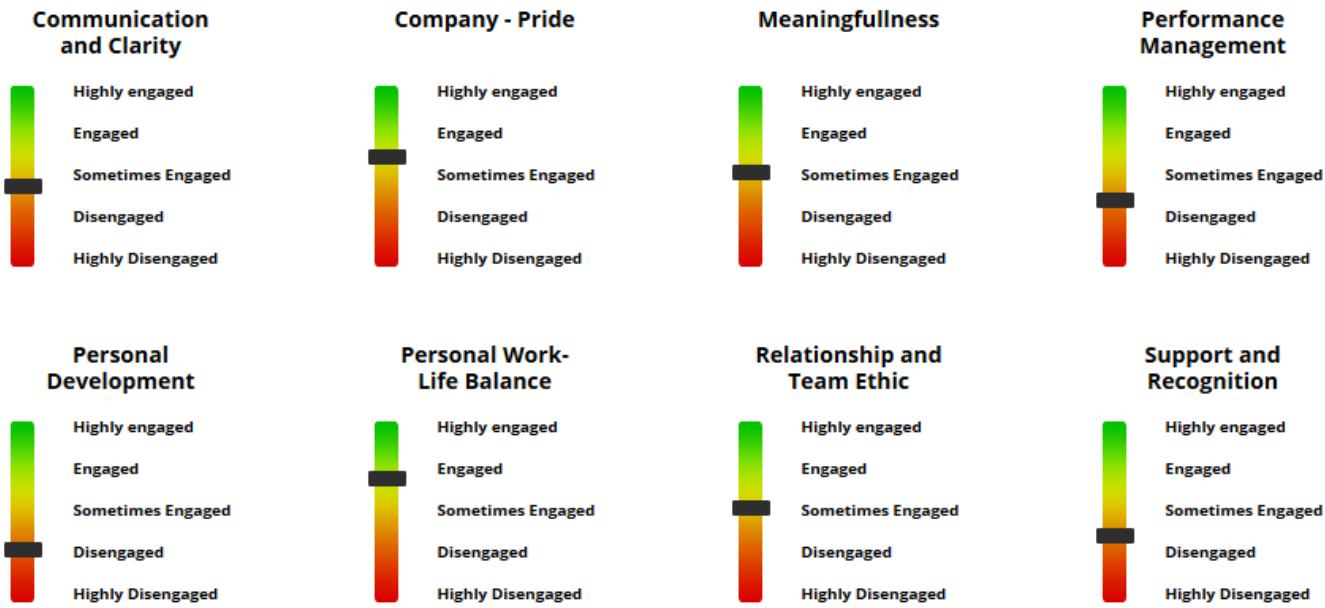
Etimes2 helps you build a stronger, more engaged workforce where every employee is empowered, through engaging leadership, to choose high performance every day.





Key Principles:

- Etimes2 adds a **bottom-up** approach preparing your employees to embrace your company engagement strategy.
- Outcomes need to be **actionable at all levels** so only the most validated and most tangible engagement drivers are included.
- The process must **promote engaging leadership** so every leader receives feedback about engagement levels in the team and creates an action plan to tackle key issues.
- Engagement is a **shared responsibility** and **individual engagement strategies** are encouraged by engaging every employee to create a personal action plan.
- All employees feel **empowered to contribute, collaborate and problem solve** by the etimes2 platform enabling the organisation to harness the collective intelligence of its workforce.
- All contributions carry **potency** and are **rewarded** to encourage greater commitment to the organisation. Contributions are heard and develop engaging conversations across the organisation.



Etimes2 collaborated with three major universities to develop the diagnostic based on 8 Engagement Drivers. Reporting, based on these 8 drivers, is delivered at 4 levels – individual employee; line manager; team; and organisation.

8 Engagement Drivers

- Work Life Balance** – the ability to strike a balance between the primary responsibilities of work and private lifestyle.
- Company Pride** - deriving a sense of purpose and pride from doing challenging work, high standards and skilled colleagues.
- Communication & Clarity** – clear and concise information where employees know exactly what is expected.
- Meaningfulness** – each employee feels a clear purpose based on doing a job that is stimulating, challenging and valued.
- Performance Management** – clear about what is expected, contribution to wider success and validated through regular support and feedback.
- Personal Development** – each employee has opportunities to grow, regular development and control over how the job is carried out.
- Relationship & Team Ethic** – building a strong team ethic allowing each team member to develop a clear identity and sense of belonging.
- Support & Recognition** – employees feel empowered to apply their full talent to derive a strong sense of personal accomplishment.

Together we work better.

About Etimes2 - meet our founder Nigel McPolin

Nigel McPolin completed his MSc Occupational Psychology in Queen's University, Belfast, Northern Ireland.

He is the founder and CEO of Etimes2 Ltd, a dynamic employee engagement and engaging leadership consultancy, and the Engaging Leadership Academy. He is driven in his career by his belief in the untapped potential of employees and the crucial role played by line management in creating the environment where employees choose to give all their talent and effort.

Nigel has over 23 years experience across the sectors – Private, Public and Not-for-Profit – and internationally. He counts Dell Inc, American Power Conversions, McAfee, Queen's University, Michelin, Ulster University and Kerry Group among his satisfied clients.

A keen eye and drive for quality in all he does. Nigel has held several senior roles with the Institute of Leadership and Management. He is a Quality Assurance expert and has gained a reputation as the 'go to' person when leadership programmes fail to deliver.

