

Colleague Engagement Ladder

(Which rung are you on and why)?

At LAPD Solutions Ltd, we represent Colleague Engagement as a ladder. As you know, a person can go up and down a ladder and occasionally more than one rung at a time, so we must ensure our people move upwards and stay there. But what does it take to do that?



Some questions to consider:

Why are they on that rung?

How did they get there?

How might they move up (or stay where they are)?

If they've gone down since you last spoke, what has caused this? (How can this be fixed)?

If they've gone up since you last spoke, what has caused this? (How can this be shared)?

Great for your
One to One discussions
And remember to use...

The
Moccasin
Approach[®]



No matter where I am on this ladder, take action to help me move up or stay at the top. This will only be done through honest, open, and safe conversations.