-Authentic Employee Engagement Through Individual Integrity-
'Engage for Success' - Special Interest Group
-Terms of Reference-

Introduction

'Engage for Success' is a national movement that was launched in November 2012 to promote improved engagement between leaders and their staff, staff and their leaders.

During the Economic and Social Research Council (ERSC) funded seminar at the University of Kent in December 2012, held in collaboration with the Engage for Success Guru Group and sponsored by ERSC and the university, there was much talk around the traditional tools that organisations use to promote effective engagement. Tools included having a clear purpose, integrated and aligned strategies, people management, and so on.

When Nita Clarke, who co-leads the movement with David MacLeod, spoke to the delegates she said 'The old stuff doesn't work.' Peter Cheese, also a speaker at the seminar and the new CEO at CIPD, added that effective engagement occurs when individuals develop greater 'self-awareness and trust'.

The evidence collated to date through 'Engage for Success' constantly highlights 'Integrity' and 'Trust' as key underpinning imperatives. Organisations should manifest these if they truly wish to secure authentic employee engagement, become excellent, and achieve changed behaviour that leads to an improved return on investment.

A series of recent public scandals suggest that some organisations and entities have work to do if they are to attain an acceptable level of integrity. The purpose of this Special Interest Group is to investigate the concept that individual integrity and self-awareness play in promoting trust as a key ingredient of authentic employee engagement.

Terms of Reference

In the context of *Authentic Employee Engagement Through Individual Integrity*:

1. Determine what extant literature says about *individual integrity* and develop a working definition that can be applied to individuals and organsiations*.*
2. Determine what potential and existing barriers organisations and employees experience that mitigate against individual integrity and self-awareness, and the link with interpersonal relationships and organisational practices.
3. Considering the findings from Terms of Reference '1' and '2', identify existing and construct new excellent practices that an organisation may deploy to enable authentic employee engagement through individual integrity, change behaviour and achieve an improved return on investment.
4. Determine and promote resources that are available to support practitioners in their pursuit of the practices disclosed through Term of Reference '3'.

Outcome

The outcome of this SIG will be to present a white paper that will be made widely available through mediums to be decided that is supported by a series of presentations delivered to interested stakeholders.

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