



ENGAGE
& GROW[®]



Certified Coach
Opportunity



The Problem...

The Worldwide Employee Engagement Crisis

by Annamarie Mann and Jim Harter

The world has an employee engagement crisis, with serious and potentially lasting repercussions for the global economy.

Though companies and leaders worldwide recognize the advantages of engaging employees and many have instituted surveys to measure engagement -- employee engagement has barely budged in well over a decade.

Gallup has been tracking employee engagement in the U.S. since 2000. Though there have been some slight ebbs and flows, less than one third of U.S. employees have been engaged in their jobs and workplaces during these 15 years. According to Gallup Daily tracking, 32% of employees in the U.S. are engaged meaning they are involved in, enthusiastic about and committed to their work and workplace. Worldwide, only 13% of employees working for an organization are engaged.

With so many organizations focusing on engaging their employees, the question is: "Why aren't engagement levels across the world increasing?"

PERCENT OF ENGAGED EMPLOYEES

U.S.

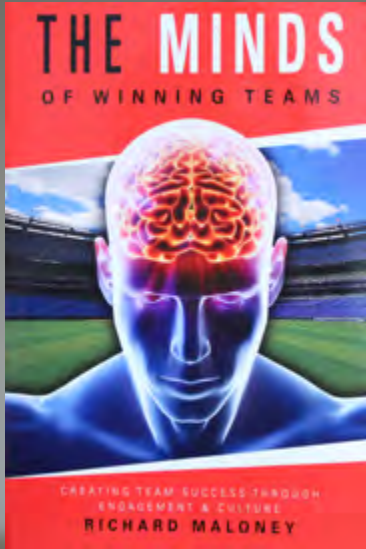
32%

World Wide

13%

The Evolution of Engage & Grow

By Richard Maloney: CEO & Founder



Richard Maloney is the founder and creator of Engage & Grow and is one of Australia's most noted employee engagement and leadership experts. Having started out selling and implementing leadership and culture programs for other companies in corporate, government and SME sectors, Richard quickly recognized that current day methods were not achieving the significant and lasting results that he was achieving working in the elite and amateur sports industries.

With his unique engagement & culture methodology, Richard had helped 40 sporting teams to grand finals, with 27 going on to win premierships. So he took a step back, studied the motivations of the brain, and through trial and error over the course of 9 years he slowly blended the organizational development systems he had implemented in sport, into business.

From here Engage & Grow was born, achieving instant and overwhelmingly successful results in SME, corporate and government businesses within Australia and throughout the world.

7 months ago, Richard went to market in search of other like minded leaders to adopt his methodologies. During this period, he has attracted 46 coaches from 14 countries across the globe, and momentum is gaining at an almost exponential rate! He has achieved a 100 percent client satisfaction rate and the Engage & Grow system is achieving outstanding success and immediate results, every time.

Richard is also the author of **"The Minds of Winning Teams"** which is a well crafted hand book for business and sporting clubs seeking to rein vent their cultures and fast track a more productive and profitable environment.

What The Business Owners Say...

"This program is very good to do in multiple department in your business, it can make employees know each other better and work together in accomplishing company goals. It can improve the work system such as communication, commitment, team work, and other things related to the "HEART" so that the company can achieve the target company and make the company a comfortable place for its employees" - **ZAP, Indonesia (after 6 weeks).**

"Any company that is passionate about personal development, should adopt a training program such as E&G which is a program that teaches everything it takes to reach our potential. This course assists individuals with the ability to connect and ways for breaking the invisible barrier to leadership and personal success. This course has thus far assisted me to creating a positive influence which I believe is the catalyst to my own success here with Elite, and I am sure that it will become the legacy I will leave behind" – **Elite Property Cleaners, Australia (after 6 weeks).**

"There are many new dimensions of business which have been highlighted to me" – **Maximum Precision Engineers, UK (after 6 weeks).**

"You have single-handedly made the most difficult and necessary change to our business, you changed its culture. Now our people are excited to be at work. Now, our people genuinely care about, everything. Now, our people have a desire to go above and beyond. Now, our people bring customers to the front door!" – **Harris & Thorn Plumbers, Australia (after 12 weeks).**

The Solution... ENGAGE & GROW[®]

What The Coaches Say...



"This program is immensely effective for any group in any organization... **A real WIN-WIN program**" - Steve Gaskell

"Engage & Grow is one of the **best things that's happened** at ActionCOACH for years!"
- Bruce Wilson



"This is the program that the current market is asking for. You will be amazed how **simple but powerful** this is!"
- Prijono Nugroho

"It created **a massive transformation** for my new client, and in a very short amount of time"
- Juan Ortega



"I've made **4 times my investment in 3 months!**"
- Steven Rouget

"I've made **11 times my investment in 3 months!**"
- Marvin Suwarso



"Engage & Grow has been beneficial in getting the Sales team together, building relationships and building the business. I'm so glad our company engaged with you. My business has certainly improved from it." – **Harry Kyriakou, Allens Real Estate**

"By far the best program I've ever been involved in!"
John Wheatley - Director, UA Corp Australia

"DO IT!!! There are many new dimensions of business which have been highlighted to me. The program is run in a very enthusiastic and organised way which makes it fun as well professional."
- Jason Murfit, Maximum Precision, UK

"The program did wonders in getting all the owners on the same page, working together towards exciting goals. I can feel a more positive company culture every day I come to work."
- Ken Plask GM, D. Turin Company USA

"Go for it... best time you could ever spend."
-Leigh Phillips, GM, LGP Electrical Australia

The Solution... ENGAGE & GROW®

OUR EMPLOYEE ENGAGEMENT, LEADERSHIP & CULTURE PROGRAM SERVICES



WHITE BELT WORKSHOP—5 HOURS DURATION

This program is an impactful workshop for 5–35 employees. It allows you and your team to 'dip your toe in the water' and experience the impact of the Engage & Grow experience. The workshop activates participants to act and think innovatively about the business.



GREEN BELT PROGRAM—6 WEEKS DURATION

This 6 Step program is delivered in one hour per week over 6 weeks. It is the foundation program, providing traction and momentum in your business by changing behaviours and creating more buy-in.



RED BELT PROGRAM—12 WEEKS DURATION

Our 12 Step Signature program is delivered in roughly one hour per week over 12 weeks. It provides outstanding results every time, as evidenced by our pre, mid and post program employee engagement surveys.



BLUE BELT PROGRAM—6 MONTHS DURATION

Engagement is a fitness and like any fitness, it requires a maintenance regime. This program is designed to sustain the success developed in the Red Belt program. You have run the sprint, now it's time to lock the changes in for the future growth of your business and people.



BLACK BELT PROGRAM—12 MONTHS DURATION

This Master Program takes your business to the next level. You have an engaged, profitable and committed team, now what do you need to do to be Number 1 in your industry? We facilitate this long term and sustainable growth program so you can have the business of your dreams and not just a job!



WOMEN'S PROGRAM—3, 6, OR 12 MONTHS DURATION

The Engagement & Leadership Program for Women is designed to unite the workplace by developing women's leadership skills. It is based on the Red Belt foundation program, providing traction and momentum in your business by empowering new thinking and creating more buy-in.



CREATE | CONNECT | REWARD—10 WEEKS DURATION

This powerful and unique company wide program directly impacts between 25–125 employees all at once over a 10 week period and indirectly hundreds more. It will instantly create higher levels of engagement, more leaders, friendships and dissolve silo mentality plus much, much more. It's all action and managed online.



Create A Lifestyle Business With Engage & Grow

Doing what you want to do when you want to do, it is the cornerstone of owning your own business. Having the time and the means to travel, being able to buy a new home, buying your partner that very special gift, having your children attend the best schools. These are the cornerstones of owning a successful business. Engage & Grow gives you the choices and the ability to create an awesome lifestyle of your own making.

Grow Your Business, Change Your Life

As your Certified License grows, your choice of lifestyle grows. In the early days you will have the choice of what hours you want to work. As your business grows, your income grows, and your ability to generate a passive income. We work with you on how to focus two main activities. Growing active income and passive income.

Create Both Active & Passive Income

Suitable for those people who want to build a Certified License with Engage & Grow and reap the rewards of substantial upfront revenue (active income), ongoing monthly income (passive income) and increasing asset growth of your Certified License with Engage & Grow.

Help your Licensees create successful, fun, high energy workplaces

There is something wonderful and fulfilling that comes with running a successful business that is achieving amazing results. The rewards will flow from your licensees, to the clients and back to you. The proven Engage & Grow system ensures your success and we will be there with you every step of the way. As your Engage & Grow profile grows, you will have the chance to become a Mentor Coach based on the number of programs you have delivered, the impact of your programs and your passion as an ambassador for Engage & Grow.

MAKE MONEY, MAKE A DIFFERENCE & CHANGE LIVES!

Active Income

VS

Passive Income

Generated actively from your personal involvement in business activities to generate income.

Generated passively your overview of a team of coaches or trainers based in corporations.

Engage & Grow's 14 Points Of Culture

1

Commitment I give myself and everything I commit to 100% until I succeed. I am committed to the Vision, Mission, Culture and success of Engage & Grow, its current and future team, and its clients at all times. I always recommend products and services of Engage & Grow prior to going outside the company.

2

Ownership I am truly responsible for my actions and outcomes and own everything that takes place in my work and my life. I am accountable for my results and I know that for things to change, first I must change.

3

Integrity I always speak the truth. What I promise is what I deliver. I only ever make agreements with myself and others that I am willing and intend to keep. I communicate potential broken agreements at the first opportunity and I clear up all broken agreements immediately.

4

Excellence Good enough isn't. I always deliver products and services of exceptional quality that add value to all involved for the long term. I look for ways to do more with less and stay on a path of constant and never ending improvement and innovation.

5

Communication I speak positively of my fellow team members, my clients and Engage & Grow in both public and private. I speak with good purpose using empowering and positive conversation. I never use or listen to sarcasm or gossip. I acknowledge what is being said as true for the speaker at that moment and I take responsibility for responses to my communication. I greet people using their name. I always apologize for any upsets and then look for a solution. I only discuss concerns in private with the person involved.

6

Success I totally focus my thoughts, energy and attention on the successful outcome of whatever I am doing. I am willing to win and allow others to win: Win/Win. At all times, I display my inner pride, prosperity, competence and personal confidence. I am a successful person.

7

Education I learn from my mistakes. I consistently learn, grow and master so that I can help my fellow team members and clients learn, grow and master too. I am an educator and allow my clients to make their own intelligent decisions about their future remembering that it is their future. I impart practical and useable knowledge rather than just theory.

8

Teamwork I am a team player and team leader. I do whatever it takes to stay together and achieve team goals. I focus on co-operation and always come to a resolution, not a compromise. I am flexible in my work and able to change if what I'm doing is not working. I ask for help when I need it and I am compassionate to others who ask me.

9

Balance I have a balanced approach to life, remembering that my spiritual, social, physical and family aspects are just as important as my financial and intellectual. I complete my work and my most important tasks first, so I can have quality time to myself, with my family and also to renew.

10

Fun I view my life as a journey to be enjoyed and appreciated and I create an atmosphere of fun and happiness so all around me enjoy it as well.

11

Systems I always look to the system for a solution. If a challenge arises I use a system correction before I look for a people correction. I use a system solution in my innovation rather than a people solution. I follow the system exactly until a new system is introduced. I suggest system improvements at my first opportunity.

12

Consistency I am consistent in my actions so my clients and team mates can feel comfortable in dealing with me at all times. I am disciplined in my work so my results, growth and success are consistent.

13

Gratitude I am a truly grateful person. I say thank you and show appreciation often and in many ways, so that all around me know how much I appreciate everything and everyone I have in my life. I celebrate my wins and the wins of my clients, and team. I consistently catch myself and other people doing things right...

14

Abundance I am an abundant person, I deserve my abundance and I am easily able to both give and receive it. I allow abundance in all areas of my life by respecting my own self worth and that of all others. I am rewarded to the level that I create abundance for others and I accept that abundance only shows up in my life to the level at which I show up.





Do You Have What It Takes To Be A Certified Coach?

Let's talk and find out...

email: **opportunity@engageandgrowglobal.com** so
we can schedule a convenient time for a conversation



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