



**An innovative program called “Spirit at Work” has proven to improve *staff engagement and retention* while *increasing productivity in the workplace.***

**Spirit at work is what we experience when we are fully engaged in our work. It involves profound feelings of wellbeing, a sense that we are making a difference through our work, and a connectedness to others and common purpose.**

### **What are some of the benefits you can expect?**

**Your Company will experience** increased productivity, improved employee attendance, and enhanced employee retention.

**Employees will experience** renewed enthusiasm for work assignments and the company they work with, increased job satisfaction, a greater sense of well-being, and more work-related passion and energy.

**Teams will experience** boosted morale, enhanced team effectiveness and peer relationships, and the creation of a greater sense of workplace community.

**The end result! Engagement + Improved Morale + HR Retention = Enhanced Customer Service + Increased Staff Productivity**

### **Introducing the Revolutionary Spirit at Work Program**

Kaizen Solutions’ *Spirit at Work Program* offers a variety of approaches to create spirit at work. Starting with an initial assessment phase followed by strategic visioning through to interactive workshops and team building, we will help your company achieve the success you are striving for!

Over the course of this change management strategy, employees will engage in a series of processes that encourage them to get to the heart of what matters – both at work and in their personal lives.

Staff will experience increased clarity related to the deeper meaning of how, as individuals, they make a difference through their work. This enhanced understanding is further supported by personal action plans and organizational strategies to foster spirit at work, which leads to increased engagement, enhanced spirit at work, increased retention, and improved productivity.

**And, we have a way to measure the effect.** Our spirit at work scale is garnering international attention given that it is the only one of its kind to have been validated and used to demonstrate the powerful effect and results associated with our Spirit at Work program.

#### **Did You KNOW?**

- ⬇️ Only 1 out of 6 Canadians are highly engaged in their job at any one time.
- ⬇️ Another 1 out of 6 Canadians are actively disengaged from their work and intentionally working to undermine their employer.
- ⬇️ The rest are moderately engaged at best.

#### **The Football Team Scenario:**

To put this in perspective, say you were a member of a football team and only 2 -3 players on the field were enthusiastic and committed to the team’s success. Where are the others? What if another 2-3 players were dissatisfied and actively undermining the team; putting its members at great risk? What are the chances of the team reaching its goal of winning?



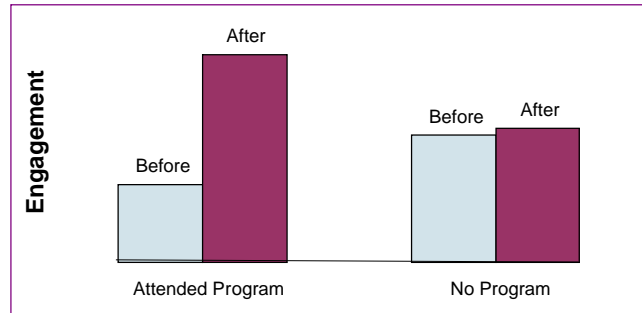
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*Getting to the Heart of What Matters*

## Our Research Proves that this Spirit at Work Program Works

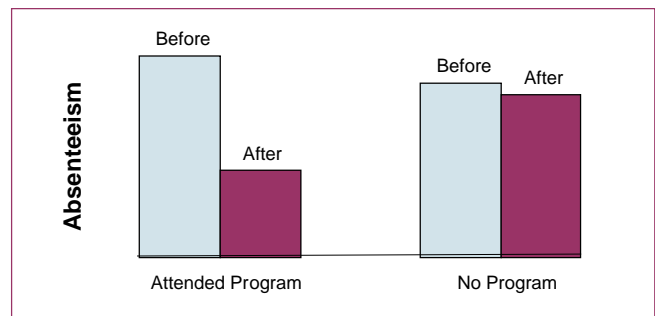
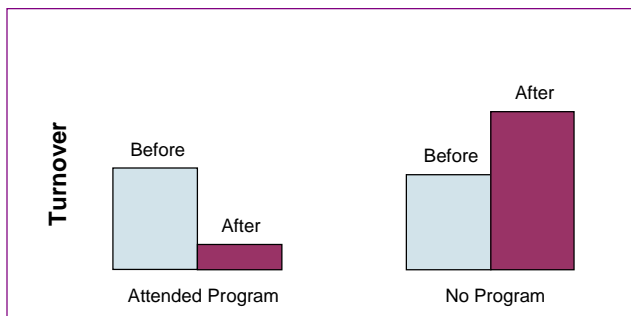
### *Spirit at Work Engages Employees*

Notice how employee engagement increased for the group that participated in the Spirit at Work program as compared to the group which did not participate.



### *Spirit at Work Improves Retention*

See the reduction in turnover and absenteeism for the group participating in the Spirit at Work program as compared to the group that did not experience this program.



### Here is what our clients say about us

*"By practicing the spirit at work philosophies, employees and organizations are able to undergo a transformation to achieve success."*  
Manager, Calgary, AB

*"I cannot believe how, in such a short period of time, we could come together as a group."*  
Organizational Team Member, Edmonton, AB

*"You are a true inspiration. You know the value and need for organizations to change."*  
Senior Manager, Vancouver, BC

**If you are looking to build a strong, vibrant team and help your employees stay engaged and enthusiastic about their work, then our Spirit at Work Program is for you!!**



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