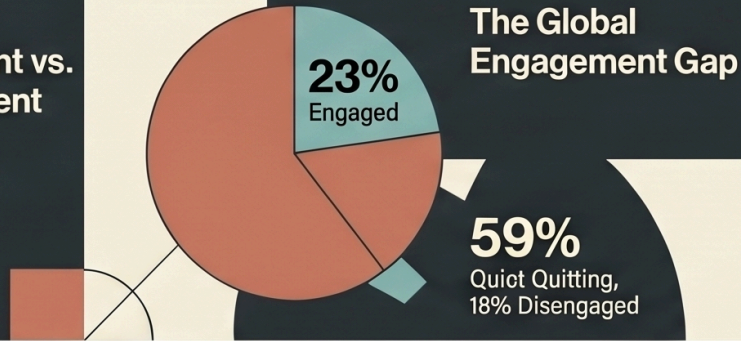


# Beyond the Monday Dread: The Science of High-Engagement Leadership

Global engagement is in crisis, with only 23% of employees reporting high involvement at work. Because managers account for 70% of engagement variance, leaders must shift from traditional command-and-control to evidence-based practices that prioritize development, safety, and purpose.

## The Cost of Disengagement vs. The Engagement Dividend



## The 70% Manager Factor

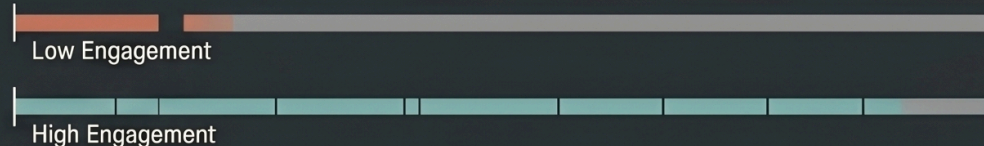
Manager-employee relationship quality accounts for the vast majority of team engagement variance.

### Manager Factor

70%

30%

## 81% Lower Absenteeism



## Evidence-Based Pillars for Leadership Transformation

### The Engagement Dividend: Impact on Business Units

+23% Profitability



+18% Productivity

-70% Safety Incidents



## Prioritize Developmental Leadership

Shift the focus from task monitoring to investing in long-term employee growth.



## Cultivate Psychological Safety

Create a culture where dissenting voices are invited and mistakes are learning opportunities.



## Connect Tasks to Purpose

Explicitly link daily work to organizational mission and real-world societal impact.

