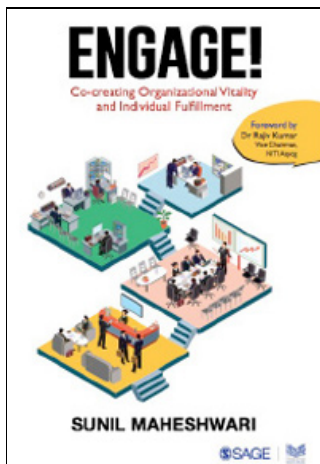


PEOPLE ENGAGEMENT SERIES

The salient organizational development challenge in modern times is that of building a highly engaged workforce that is committed, productive and innovative.



Employees wish to give their very best at work. Organizations also make every effort to provide an atmosphere where people can do their best. However, despite intensive efforts from both sides, engagement still remains elusive.

The issue emphasizes the role that the employee and the institution need to play, in order to make people engagement possible.

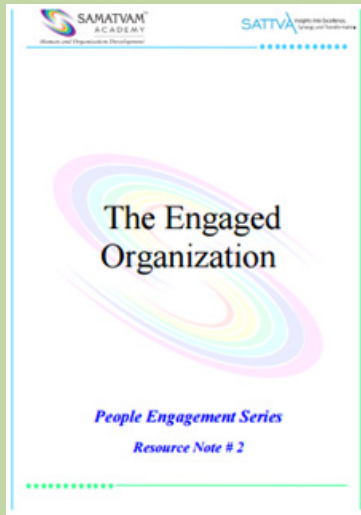
Warmly,
[The Editorial Team](#)

Video: The Engaged Organization



How exactly does one go about building an engaged organization? Dr. Sunil Maheshwari, Dean of Samatvam Academy holds forth on the precise elements that go into this endeavour.

Some of the points Dr. Maheshwari touches upon are the need for clear articulation of work goals and a transparent structure to recognise talent and performance; at individual and collective levels. He also explains how responsibilities should ideally flow through the seven levels of an organizational hierarchy. [More](#)



The Engaged Organization

An organization is alive, throbbing and profitable as long as every employee is *truly engaged* with it in a positive way. Hence organizations go to great lengths to structure themselves holistically. They also nurture a culture wherein employees feel recognized and valued for their skills and talent.

However, the challenge is in doing this at scale in today's dynamic socio-tech environment. This note suggests a *scientific* and *contemporary* approach towards building people engagement. It covers the following elements:

- * The Contours of the Engaged Organization
- * The Engagement of Employees
- * The Twin Pillars of Engagement: Organization Culture and Structure

[Read the full note.](#)



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