

Forge

SHAPING
LEADERSHIP
CRAFTING
IMPACT

**FROM PAGES TO PRACTICE:
IN THIS ISSUE WE EXAMINE WHAT IT
LOOKS LIKE TO LIVE THESE IDEAS DAY
TO DAY**



LEADERS ARE NOT SHORT ON IDEAS, THEY'RE SHORT ON TIME!

Editors Notes

**SHAPING LEADERSHIP.
CRAFTING IMPACT.**

ARTICLES THAT SERVE AS A BLUEPRINT
FOR BUSINESS LEADERS SEEKING TO
BUILD RESILIENT ORGANIZATIONS
CAPABLE OF THRIVING IN DYNAMIC
ENVIRONMENTS.



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Leadership, Engagement, Learning,
Recovery.



Danielle Lord, PhD | Principal
Archetype Learning Solutions

Today's business leaders are not short on ideas. They're short on resources: time, money, capacity, and clarity within a dynamic, fast-paced culture that does not always value the human element. In this edition of Forge, we stay with that tension, and focus on embedding ideas into daily operations through micro-practices that turn "someday" into small, repeatable steps you can actually take on a Tuesday.

Since January, Forge has been quietly sketching a blueprint. We began with collaboration, organizational development, and engagement, not as abstract frameworks, but as a different way of thinking about power and possibility. Collaboration asked you to move from scarcity to ecosystem thinking, to see partners instead of competitors, and to recognize that culture is built less by slogans and more by how we show up with one another in real time.

In February, we shifted from blueprint to practice. "Gaffes, grace, and gratitude" named what real change looks like up close: imperfect leaders making mistakes, repairing in public, apologizing, trying again. It echoed your own choice to model repair around the HelixMD launch, a reminder that leadership is not a performance of having it all together, but a practice shaped by everyday actions in messy, human environments.

March pushed us to ask how we measure any of this. By focusing on the poor and vulnerable, employees on the edge, caregivers stretched thin, neighbors who are housing- or food-insecure, we reframed leadership success around who is flourishing least, not who is most comfortable. If the real test of our strategies is the experience of those closest to the edge, then what we do on an ordinary Tuesday matters more than what we promise in a slide deck.

This April issue pulls those threads together into something deliberately small: micro-practices you can embed into meetings, check-ins, hiring, recognition, and daily decision-making. You will not find a five-year plan here. You will find questions, scripts, and tiny experiments meant to fit inside the constraints you're already carrying. The bet we are making with you is simple: when leaders practice collaboration as a blueprint, repair as a habit, and flourishing at the edges as the measure, even small moves can start to change the feel of work, long before the org chart or budget catches up.



**Very excited to announce my return to USA Global TV & Radio with a new show!
I've had enough: It shouldn't hurt to go to work.**

Airs monthly beginning in June - first Friday of every month |9:00am PST



**IT SHOULDN'T
HURT
TO GO TO WORK**

DR. DANIELLE LORD

WHY IS WORK A PAINFUL EXPERIENCE?

USA GLOBAL
TV
&
RADIO

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We've all been there: the conference, the training, the event that shared amazing ideas, tools, and resources.

Only to return on Monday to be overwhelmed by Tuesday with the day to day demands of a busy work environment.

Lets take those ideas and put them into practice!

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part of Archetype
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Use our templates to create fun, meaningful connections among your team and organization!

Blueprints in motion: small steps, big impact

Our feature Archetype Learning Solutions article. On the advantages of micro-practices

So much of our organizational work is big: strategic initiatives, long-term plans, BHAG's (big-hairy audacious goals), and more. *Big* can sometimes feel un-doable or over-whelming, especially in our current environment of low engagement scores, complacency & apathy, and long-term plans. That's why this months edition of Forge is the introduction of micro-practices.

Micro-practices are tiny, intentional actions that gently shift how work feels without requiring a massive change initiative. They're small enough to do today and powerful enough to reshape a team's experience over time. They make the binder of great conferece ideas come to life in both meaningful and simply operational ways.

What are micro-practices?

Micro-practices are brief, repeatable behaviors that fit inside the flow of a normal workday, often 1–5 minutes at a time. They don't require a new program, budget, or software; they require attention and a bit of courage. Over time, these small moves accumulate into culture: more trust, more clarity, more connection.

Where traditional engagement efforts focus on big events (offsites, campaigns, surveys), micro-practices focus on what actually happens between those events: the words we choose in emails, the first two minutes of a meeting, the way we respond to mistakes, who gets followed up with and who doesn't.

Why micro-practices matter for engagement

In most organizations, people are not suffering from a lack of strategy; they're suffering from a lack of humane, consistent behaviors that make it feel safe and worthwhile to show up as a human being. Micro-practices matter because:

- They are doable in conditions of overload. A manager who cannot redesign a whole system can still ask one better question, send one specific thank-you, or take one extra breath before replying.
- They address cumulative workplace distress, not just isolated incidents. Tiny moments of validation, curiosity, and presence start to counterbalance the slow drip of stress, confusion, and disregard.
- They are contagious. When one person starts modeling a small, grounded behavior, naming what's going well, checking in with genuine interest, owning a misstep, it gives others permission to do the same.

Cultures don't change in big retreats; they change in the smallest repeatable moments of how we show up to each other each day.

Blueprints in motion: small steps, big impact

Our feature Archetype Learning Solutions article. On the advantages of micro-practices

From a trauma-aware perspective, micro-practices are also a way of re-teaching the nervous system that work can be a place where people are seen, respected, and relatively safe.

What micro-practices look like in real life

Micro-practices don't need fanfare. They sound like:

- “Before we dive into the agenda, what’s one word for how you’re arriving today?”
- “I noticed you stayed late to get that ready. Here’s what specifically made a difference.”
- “I’m going to pause this conversation for a moment so we can breathe and then try again.”
- “I don’t have an answer yet, but I want you to know I heard what you said and it matters.”

They look like:

- Ending one meeting five minutes early so you can walk down the hall and check on someone in person.
- Starting your 1:1s with their world, not your to-do list. Our engagement toolkit has a employee centered 1:1 template!
- Using AI or tools to handle the mechanical work so you can invest your limited energy in the relational work, listening, sense-making, repair.

What makes them “micro” is not that they’re insignificant; it’s that they are small enough to repeat. And repetition is how habits, and eventually cultures, are built.

An invitation for this month’s Forge

For this edition of Forge, you might invite readers to choose just one micro-practice they’re willing to try for two weeks: a question they’ll ask in every meeting, a way they’ll close each day, a small commitment to themselves about how they will show up.

Not a grand promise. Not a five-point plan. Just one repeatable act that makes their little corner of the system a bit more human. Because in the end, cultures don’t change when we write about big values; they change when those values show up in the smallest, most ordinary moments of the day.

Here are a couple of micro-practices that you can begin today:

- Be the first to say hello! You’ll be surprised by the reactions you’ll get, especially if you are a manager.
- A great suggestion from my friend Sue McKinley - when you walk into a meeting, greet *everyone*. Don’t single out your workplace friends, be as inclusive and help everyone feel welcomed and recognized.
- *Don’t forget to give the daily DOSE: Dopamine, oxytocin, serotonin, and endorphins.* These are important brain chemicals that promote happiness and well-being.



COMPASSION

April feels like a quiet unfolding.

After the gentle reset of March, this is the season where we begin to notice what's taking root. Not everything blooms at once, and not everything needs to. Growth happens in its own time, in its own way.

I've been reflecting on what I'm tending to right now, not rushing it or forcing it, but simply offering attention and care. It feels rejuvenating to dig my hands into the soil, feel the Earth's coolness, and plant seeds of unlimited potential, both figuratively and literally.

This month, I invite you to ask yourself:

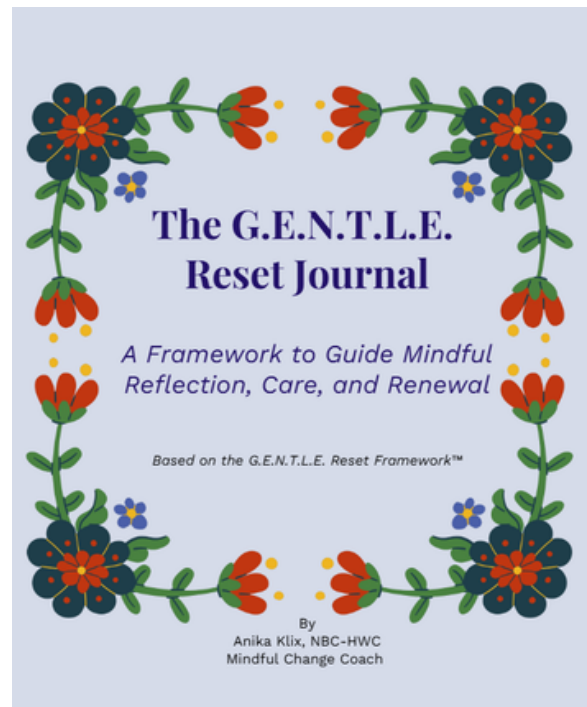
What in my life is ready for a little more light, space, and nurturing?

Mindfully yours,

~Anika



Our COMPASS Mindfulness coach: Anika Kilx



Connect with Anika:
<https://www.halsacoaching.com/book-online>

Introducing the HelixMD coaches

HelixMD was built on a simple observation: most physician leaders are overextended, under-supported, and expected to “power through” exhaustion in roles they were never truly prepared for. Behind the titles and metrics are people who care deeply about their teams and patients, and who are quietly running on fumes. HelixMD coaches step into that gap.

Our coaching bench brings together two groups:

- Physician coaches who know, from the inside, what it means to carry a panel, a service line, and a leadership portfolio at the same time.
- Leadership Recovery coaches who have spent years walking alongside physicians and health-care leaders through change, conflict, and organizational distress.

They are not here to “fix” you. They are here to listen, to name patterns you have been living inside for years, and to help you experiment with different ways of leading that are more sustainable, for you and for the people who depend on you.

Why coaches matter for leadership fatigue
Leadership fatigue in medicine is not just about long hours. It is the slow accumulation of role ambiguity, misaligned expectations, invisible emotional labor, and the moral weight of decisions that affect patients, staff, and communities. Coaching gives physician leaders something the system rarely provides: structured time, skilled accompaniment, and a confidential space to tell the truth about the job.

Evidence from randomized trials and systematic reviews shows that coaching for physicians can:

- Reduce emotional exhaustion and symptoms of burnout.
- Improve professional fulfillment, engagement, and overall quality of life.
- Strengthen goal clarity, self-efficacy, and coping skills in the face of ongoing demands.

Being a physician was a life long dream, you could say its in your DNA. At the intersection of clinician and leader is HelixMD. Preparing future physicians for leadership roles, helping existing physician leaders navigate leadership fatigue. Get back to your roots with our strategies to help you transition from the clinic to the c-suite.

Physician is in your DNA: don't let leadership fatigue derail your career evolution

HelixMD



Introducing the HelixMD coaches

In HelixMD, coaching is not an add-on; it is one of the primary “labs” where new leadership patterns are tested. Coaches help leaders:

- Reclaim a sense of agency in roles that often feel scripted by others.
- Surface and challenge inherited beliefs about perfection, over-functioning, and self-sacrifice.
- Translate insight into small, concrete experiments in how they set boundaries, give feedback, navigate conflict, and ask for support.

The goal is not to make physician leaders more resilient so they can tolerate more dysfunction. It is to walk with them as they recover their clarity, voice, and courage—and as they begin to reshape the conditions of leadership itself.

We’re thrilled to have Sue Trace as one of our physician leadership-recovery coaches!

Sue collaboratively partners with healthcare leaders, physicians, nurses and teams to increase overall well-being and resilience to meet workplace and life’s challenges, stressors, and burnout. Sue’s coaching blends neuroscience, emotional intelligence, conscious leadership, Positive Intelligence (PQ), mindfulness, and with a values and strengths-based approach fosters sustainable wellbeing and high performance. Sue also offers specialized ADHD coaching to help professionals overcome executive function challenges and lead with confidence.



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The engagement slump:

2026 Gallup data reveals more disturbing trends

Employee engagement is sliding again, and the 2026 Gallup data make a clear case:

technology is accelerating, but the human system around it is not keeping up.

This is exactly the gap the Archetype ecosystem is built to address.

No region increased engagement last year, and South Asia saw the sharpest drop, highlighting how vulnerable workplaces are during periods of rapid technological and structural change.

Gallup estimates that low engagement cost the world economy about **\$10 trillion in lost productivity** in the past year alone, roughly 9% of global GDP. That number is not about perks or programs; it is a measure of unrealized human potential inside existing organizations.

When managers lose their “engagement premium”

One of the most striking findings in the 2026 report is that the downturn is being driven largely by a decline in manager engagement. Globally, managers once enjoyed a clear “engagement premium” over individual contributors, but their engagement has dropped nine points since 2022, and in many places they are now only as engaged as the people they lead.

The engagement slump in an AI boom

Global engagement has now declined for two consecutive years, falling back to 20% engaged worldwide, down from its 2022 peak of 23%.

The data also show that this is not inevitable: in “best-practice” organizations, 79% of managers are engaged, nearly four times the global average, which means that the right conditions can make management a life-giving role rather than a drain. That aligns closely with Archetype’s belief that healthier systems are designed around the health of leaders, not built on their exhaustion.

Structural strain: flatter orgs, bigger spans, thinner capacity

Regional patterns suggest that macro decisions about structure are landing squarely on the backs of managers. In South Asia, for example, manager engagement plunged eight points at the same time that the percentage of managers shrank, reflecting cuts to mid- and senior-level roles as sectors like IT slowed hiring and leaned harder on AI.

The engagement slump: 2026 Gallup data reveals more disturbing trends

With fewer managers and larger team sizes, engagement drops and burnout rises unless organizations intentionally invest in manager capability and support. Archetype’s ecosystem language, healthy employees nested within healthy teams, nested within healthy structures, is a direct antidote to this tendency to treat managers as endlessly expandable “bandwidth.”

AI is working; workplaces aren’t

On the technology side, employees are reporting personal productivity gains from AI, but those gains are not yet visible at the organizational level. Among U.S. workers in AI-adopting organizations, 65% say AI has had a somewhat or extremely positive impact on their own productivity, yet only 12% strongly agree that AI has transformed how work gets done in their organization.

Executives echo that disconnect: in a recent multi-country survey, 89% of leaders reported no impact of AI on their company’s labor productivity over the last three years, even as they anticipate modest gains ahead. The bottleneck is no longer the tool; it is the system into which the tool is being dropped.

**AI is working.
Workplaces aren’t.**

Managers as the hinge of AI-era engagement

Gallup’s 2026 data are blunt about where the hinge point sits: the direct manager. Two conditions stand out as the strongest predictors of frequent AI use, good integration with existing systems and manager-led support for AI adoption.

When employees strongly agree that their manager actively supports the team’s use of AI, they are 8.7 times more likely to strongly agree that AI has transformed how work gets done, and 7.4 times more likely to say AI gives them more opportunities to do what they do best every day. In other words, the same role that shapes day-to-day engagement also determines whether AI becomes liberating or simply another layer of noise.

The emotional cost of leading in this moment

The report also underlines something leaders and physicians often feel but rarely name: the emotional load of leading others in a disrupted workplace. When managers themselves are engaged, they experience lower rates of negative emotions than individual contributors and are significantly more likely to be thriving in life overall.

The ALS solution: Ties not tasks.

A 90-minute, trauma-aware session. We’ll explore the “AI J curve” we’re all living through and how to use AI in ways that free humans for connection instead of quietly replacing it.

The engagement slump:

2026 Gallup data reveals more disturbing trends

But when manager engagement falls, the emotional burden of absorbing uncertainty, translating change, and protecting team wellbeing becomes unsustainable. This is precisely where Archetype's trauma-informed lens matters: engagement is not just a performance variable; it is a signal of accumulated strain in the nervous system of the organization.

What the North American data are telling us

In the United States and Canada, engagement remains relatively high by global standards, with 31% of employees engaged compared to the 20% global average. Yet even in this “high-engagement” region, 52% of employees are not engaged and 17% are actively disengaged, and job-market optimism has dropped sharply to 47% saying it is a good time to find a job. Life evaluation data add more nuance: about half of workers in this region are classified as thriving, but daily stress remains elevated at 50%, and reported loneliness has risen to 19%. That combination, reasonable engagement scores sitting on top of chronic stress and isolation, is exactly the fragile equilibrium where small shocks can push people from coping to collapse.

Engagement as readiness for disruption

One helpful reframe in the report is the idea of engagement as a measure of “readiness for change.” Highly engaged teams are better able to metabolize disruption, whether that disruption is AI implementation, restructuring, or the slow-burn accumulation of moral distress. In the AI era, disengagement is not just a performance issue; it is a risk issue, from security lapses to quiet resistance that undermines adoption. For Archetype, this opens up a strategic conversation with clients: engagement is no longer a “soft” metric but a leading indicator of whether the system is capable of safe, ethical transformation.

Archetype can help. Our eco-system is designed to work in exactly this gap: strengthening manager health and capability, building trauma-aware cultures that can metabolize disruption, and designing structures that do not require human self-sacrifice to function.

AI is suddenly very good at “work,” and humans are starving for relationship.

Where the J curve meets loneliness

The Gallup engagement slump plus rising stress and loneliness is essentially the human side of the J-curve dip. As organizations push through AI adoption and restructuring, people are spending more time navigating change and less time in the connective tissue of work: real conversations, mutual sense-making, belonging.

The engagement slump: 2026 Gallup data reveals more disturbing trends

Recent research shows that even in AI-rich workplaces, employees' relationships with coworkers are the strongest predictors of satisfaction and intent to stay, far more than anything directly related to AI use. The "everyone is feeling the lack of connection" intuition is empirically right: loneliness and emotional detachment are rising even for people who are technically "engaged."

The AI/relationship paradox

At the same time, many employees now turn to AI before asking a colleague for help, coaching, or even emotional support. Used this way, AI can quietly displace the tiny, relational moments that build trust, asking a teammate for input, struggling together through a draft, stumbling through a hard conversation.

So you see the paradox: AI is increasing individual productivity and cognitive scaffolding, while the relational infrastructure that makes work humane is thinning out. In J-curve language, we're accelerating the "tool" side of the curve and neglecting the "human capacity" curve, deepening the dip and slowing the climb out.

***The percentage of employees who report
experiencing a lot of stress, anger, or sadness
remains above pre-pandemic levels.***

Gallup, 2026

The design question you might be asking

The question that's circling is a design question, not a sentiment question: How do we explicitly architect workplaces so that AI handles what it is uniquely good at (information retrieval, pattern synthesis, draft-making), while humans are freed and expected to spend more of their finite attention on relationships, sense-making, and care.

That is where trauma-aware systems and manager-centric designs become decisive: they determine whether AI creates slack for connection or simply adds speed and volume to already overloaded, frustrated, isolated humans.

Coming soon to the Archetype Learning Solutions Eco-system of organizational solutions

Excited to announce two new signature solutions!

The Archetype Human-AI interaction leadership series: Ties not tasks.

A 90 minute learning opportunity for leaders who are hoping to use AI for tasks, allowing humans to find meaningful connections. AI is finally doing what it promised, helping us write, summarize, and organize faster than ever. But engagement is slipping, managers are exhausted, and loneliness at work is rising. In this 90-minute, trauma-aware session, we'll explore the "AI J curve" we're all living through and how to use AI in ways that free humans for connection instead of quietly replacing it.

Participants will learn to:

- Recognize where their team is on the AI J curve of disruption and engagement.
- Distinguish between short-term "dopamine hits" from AI and the deeper benefits of real relationships.
- Use a simple "Automate Tasks, Not Ties" checklist to decide when and how to bring AI into team workflows.
- Design small, safe experiments where AI handles the admin, and people invest that freed capacity in conversations, trust, and care.



EYE and COMPASS connect for powerful, compassionate long-term care communities:

Introducing EYE & COMPASS badges - the Magnet designation for long term care.

Step 1: See Clearly

We begin by helping leaders and teams understand current reality. This may include an Organizational Health Snapshot, engagement tools, or a first conversation about what is making work harder than it needs to be.

Step 2: Earn the EYE

At this stage, organizations strengthen their ability to notice, listen, and engage. The EYE pathway connects especially well with your employee engagement strategies and helps leaders build the habits required to truly see their people and culture.

Step 3: Use the COMPASS

Once leaders can see clearly, they need a way to navigate. COMPASS helps organizations align values, choices, people practices, and leader behaviors so that culture becomes more intentional and less reactive.

Step 4: Practice Together

This is where learning becomes embodied. Through labs, retreats, team experiences, and practical tools, organizations begin to live the culture they want rather than simply talking about it.

Step 5: Sustain and Heal

At the highest level of partnership, we help organizations build the capacity to repair harm, prevent repeat injury, and sustain healthier systems over time. This is where organizational health becomes part of the culture itself.

Beyond The Hard Metrics: Quantifying the Hidden Costs of Disengagement, Burnout, Absenteeism, Turnover and Workforce Stability

Most organizations track workforce costs through visible metrics—turnover, absenteeism, overtime, and agency spend. These are easy to measure and show up clearly on the profit and loss statement. However, by the time these indicators appear, organizations are already absorbing significant hidden costs. The real financial leakage begins much earlier—when employees become disengaged, disconnected, or emotionally withdrawn. For CEOs and senior leaders, the key question is not whether these issues exist—but how to quantify their impact early enough to justify proactive investment in workforce stability.

The Hidden Continuum: From Engagement to Exit.

Workforce instability follows a predictable pattern:

Disengagement → Reduced Productivity → Quality Decline → Absenteeism → Turnover

At each stage, costs accumulate—often invisibly. The most overlooked phase is early disengagement, where employees are still present but no longer fully contributing. This “quit and stay” behavior or presenteeism represents a significant but hidden cost driver.

These employees operate below capacity, disengage from collaboration, and show less commitment to quality—impacting both team performance and customer or patient outcomes.

Quantifying the Cost of Disengagement

To build a credible business case, organizations must translate workforce behaviors into financial impact.

1. Productivity Loss

Disengaged employees typically operate at 60–80% of their potential output.

Example:

1. Salary: \$50,000

2. Productivity loss (20%): \$10,000 per employee annually

In a 200-person organization with 25% disengagement:

• 50 employees × \$10,000 = \$500,000 in lost productivity

Additionally, new hires often require 9–12 months to reach full productivity, and remaining employees experience productivity declines when covering vacancies or absences.

Beyond The Hard Metrics:

Quantifying the Hidden Costs of Disengagement, Burnout, Absenteeism, Turnover and Workforce Stability

2. Quality Errors and Rework

Disengagement increases the likelihood of mistakes, reduced attention to detail, and lower adherence to processes.

In healthcare, this can result in:

- documentation errors
- increased patient safety risks

Estimated impact: 2–5% of operational cost leakage

3. Customer and Patient Experience Impact

Employee engagement directly influences customer satisfaction and patient experience.

Disengaged employees:

1. show less empathy
2. deliver inconsistent service
3. weaken brand perception

While harder to quantify, the financial impact includes:

- reduced customer retention
- lower lifetime value
- potential revenue loss

4. Managerial Drag and Capacity Loss

Disengagement increases:

1. supervision time
2. conflict resolution
3. performance management effort

Managers spend more time managing problems and less time:

- developing employees
- improving operations
- driving performance

This creates a hidden but significant leadership capacity drain.

5. Cultural Erosion and Contagion Effect

Disengagement spreads across teams. One disengaged employee can negatively influence 3–5 others, impacting morale, collaboration, and trust.

This creates a multiplier effect:

- reduced team productivity
- increased burnout among engaged employees

6. Administrative Burden of Turnover

When employees leave, organizations incur additional hidden costs through administrative workload.

Tasks include:

- project transitions and knowledge transfer
- payroll, benefits, and compliance processing
- IT access removal and system updates
- exit interviews and reporting

Beyond The Hard Metrics:

Quantifying the Hidden Costs of Disengagement, Burnout, Absenteeism, Turnover and Workforce Stability

Plus, new background checks, security reviews, personal or skill assessments...These activities consume time and resources across management, HR, and IT functions—further increasing total cost.

7. Absenteeism as an Early Warning Signal

Disengagement often escalates into absenteeism, including:

1. increased sick days
2. mental health leave
3. unplanned absences

This introduces:

- overtime costs
- staffing gaps
- workflow disruption

Absenteeism is typically the first measurable financial indicator of deeper workforce issues.

8. Turnover as the Final Cost

By the time an employee resigns, the organization has already absorbed months of hidden cost.

Turnover costs (1.5–2× salary) include:

- recruitment
- onboarding
- lost productivity
- knowledge loss

However, these figures still underestimate the total impact when indirect costs are considered.

Micro-practices - Managers as the Primary Lever of engagement

Managers have the greatest influence on:

1. daily work experience
2. employee engagement
3. retention decisions

They directly impact:

- recognition
- communication
- workload balance
- trust and relationships

Without strong managers, even well-designed programs fail.

The Strategic Shift: Reactive to Proactive

Most organizations:

1. measure problems after they occur
2. implement isolated solutions

High-performing organizations:

- identify early signals
- address root causes
- invest in managers
- design better work experiences

Beyond The Hard Metrics: Quantifying the Hidden Costs of Disengagement, Burnout, Absenteeism, Turnover and Workforce Stability

Disengagement, burnout, and cultural friction are not soft issues—they are leading indicators of financial loss.

Turnover and absenteeism are simply the visible outcomes of deeper systemic challenges.

Organizations that:

1. measure hidden costs
2. connect workforce issues to financial impact
3. invest in proactive workforce strategies

achieve:

- stronger operational performance
- improved profitability
- sustainable growth



Douglas Brown - Manage to Retain

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www.manage2retain.com

“Workforce stability is not optional—it is one of the most powerful drivers of business success.”

Douglas Brown



ENGAGEMENT STRATEGIES



Want more ways to connect? ...best of all, its free!

Our Archetype Engagement Blueprint is a powerful toolkit that has all 12 strategies in one complete package. You'll find strategy templates, tools, and a variety of resources to address all 12 of our strategies:

1. Create a sense of community
2. "About Me" posters
3. Becoming VAP: Vulnerable, Authentic, & Present
4. Re-recruit!
5. The daily DOSE
6. Recognition Recipe Cards
7. Perspective taking
8. Gratitude
9. Rounding
10. One to ones
11. Thank you notes
12. Meetings

These are not in any order, but we recognize that some, like becoming VAP, can feel more challenging than others. If vulnerability, authenticity, and presence are more considered a challenge, starting with and perfecting some of the others, will automatically build your VAP muscles!

Our April strategy (strategy #2) *About Me* poster templates

In the recent Gallup Global Engagement report, they shared that employees are feeling the daily stressors work that includes anger, sadness, and loneliness. One easy, simple, and effective way to combat loneliness: *About Me* poster templates. These are an exclusive set of templates designed by the Archetype team to help your team members make meaningful and impactful connections that enhance relationships within teams and across the organization.

An important finding from Gallup, Leaders are less likely than individual contributors to say they have smiled or laughed resulting in increased social distancing.

Give everyone something to smile about, we all deserve to feel positive emotions, even at work. *About Me* poster templates provide small bits of personal information in a fun way that helps people connect regardless of role or title!

*Never underestimate the creativity of a disengaged team member!
Check out the complete toolkit at archetypelearningsolutions.com!*

Forge contributors



Douglas Brown, Founder & President Manager2Retain

Douglas sets his sights on helping managers and executives understand the benefits of employee retention through the lens that comes with excessive turnover and loss of employee engagement.

Connect with him at [Manage2Retain](#) | dbrown@manage2retain.com

HelixMD



John Findley, MD

Visionary physician executive with experience leading health system transformation and redesign. Expert in physician engagement, interdisciplinary team leadership, with a focus on delivering whole-person, patient-centered care. Contact John: jfindleymd@icloud.com

Christopher Colombo, MD

Helping physicians and healthcare leaders navigate the real-world demands of leadership, burnout, risk, role strain and so much more. Christopher is a certified positive psychology coach.

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COMPASS



Anika Klix, NBC-HWC

Mindfulness coach Anika brings her wealth of knowledge combined with compassion and empathy to her coaching practice Halsa Coaching. Contact Anika: <https://www.halsacoaching.com/book-online>

Michon Garemani

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Tracy Cram Perkins

Tracy has one of the most read books including practical advice through the lived experience of caring for her father as he battled dementia and the long term care environment. You can find her book and live show at: USA Global TV & Radio

**MasterHERmind:
CEO support for
women**

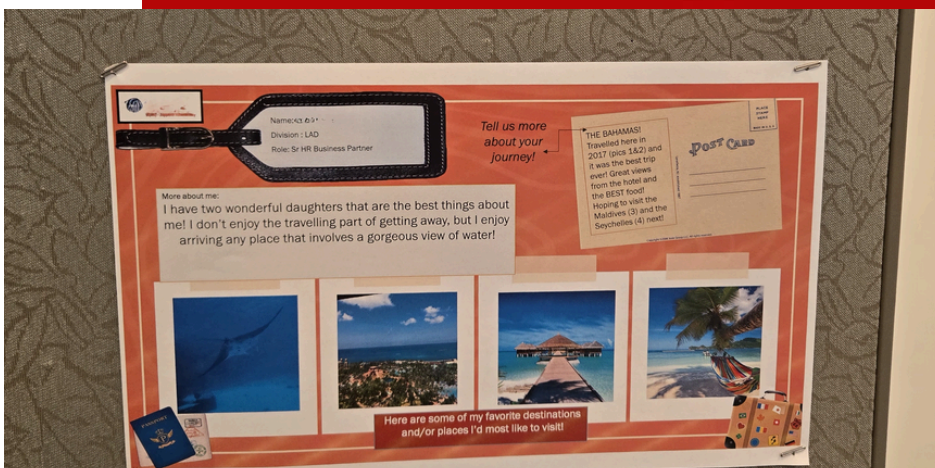
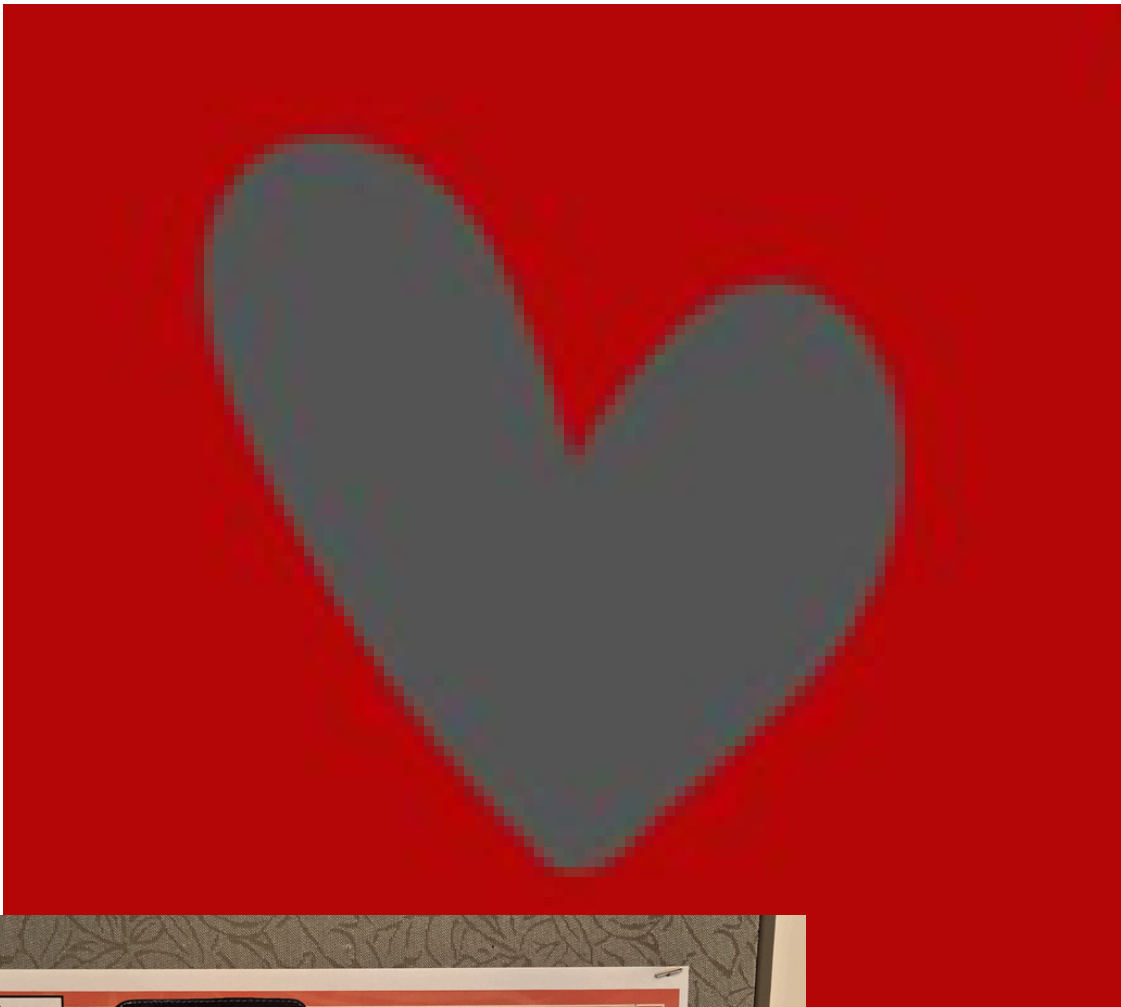
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Annie Frisbie

Philanthropist, leader, and overall amazing individual. Annie serves as the Chief Philanthropy Officer for United Way of Piere County, bringing awareness to poverty around us and ways forward.

The Archetype Learning Solutions Employee Engagement Toolkit expands on the 12 heart-centered strategies from the book and is mapped to the Gallup Q12 survey.

The toolkit contains a variety of resources to help Engage everyone, everyday through meaningful human-centered connections that build trust, relationships and inclusion: the nourishment of engagement. Best of all: all of our toolkit resources are no cost solutions.



About Me poster templates adopted and modified by the City of Seattle, Human Services Division!

Find the About Me templates and all of our 12 strategies at <https://www.archetypelearning.com/employee-engagement>

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