

SUPPORT YOUR TEAM!

10 tools to help business owners, managers and supervisors encourage innovative and passionate employees

TOOL 4 of 10

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Dynamic partnerships

Consider this . . .

Take the opportunity to teach every employee how the business runs and generates income. Utilize the practice of **open-book management** where the company's financial data is explained to the whole team. This way employees can get an idea of exactly how much value their workplace efforts can add to the organization.

Meet Your Greatest Partner

If you want your employees to do their best work and contribute more value to the organization you must make sure they feel like an important part of the team.

As a business owner or manager it is your responsibility to ensure that employees are able to perform at a highest level possible. As such, you must help employees understand the entire organization, from how it operates to how it spends its money.

In today's volatile labour market it is essential that employees know much more than just their own job. In order for your employees to add value they must understand what's going on outside of their workstations and beyond the walls of their department.

Once employees realize how their job fits into the overall make-up of the organization they will be able to work more intelligently. By giving your employees a sense of pride in their work they will develop a greater commitment to the organization and its goals.

IT'S MORE THAN ONBOARDING!

Employee input can be extremely powerful! This is provided they have a clear understanding of how the company operates and functions. **Consider the following:**

1. Explain the organization
2. Explain how the organization makes money
3. Explain all the competition that exists
4. Show employees how they can better the company
5. Repeat steps 1 through 4 as often as possible!

TOOL OVERVIEW

In your company you've worked hard to hire the best. You've managed to find creative individuals who fit perfectly within the culture of the organization. You've even invested time and money into training them to do their best work. As far as your concerned, things should be running smoothly!

So why don't your employees seem to understand how the work they do affects the rest of the company? Why don't they see the big picture? More than likely it's because they feel isolated in their job, work station or department. They don't believe they are an important part of a team. The solution: exchange your typical employee-employer relationships for mutually beneficial partnerships.

Food for Thought

When employees become aware of how the organization runs and spends money they will be more motivated to work to make a difference to the bottom-line.

Allow your employees to feel in control of the work they do and the value they add to the company. Make sure they feel like they are a real partner!



Want more? Check out this great read!

Google this: *open book management*

A Stake in the Outcome: Building a Culture of Ownership for the Long Term Success of Your Business by Jack Stack

View it online @ www.amazon.com/Stake-Outcome-Building-Ownership-Long-Term/dp/0385505094

THE MORE OWNERSHIP YOU GIVE EMPLOYEES OVER THE WORK THEY DO THE MORE THEY WILL CARE ABOUT IT.

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