

Valuing Employees Without Devaluing Your Bottom Line

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Over the past months media focus on the 'global economic crisis', looming global recessions, and constant bombardment of doom and gloom have been constant. Times are tough.....so what is a good leader supposed to do?

When budgets are tighter than ever, how can you reward and motivate your employees (and yourself) without money? Here are some tips I've used with staff, experienced myself as an employee or seen in research.

Make rewards personal: tailor them to the interests and likes of the person getting it.

Reward with recognition: 'Thank you' these two simple words should be used openly and with sincerity. When you publicly affirm others you automatically rise in everyone else's eyes, because people appreciate genuine humility and sincerity. When recognising the genuine contribution of others it builds morale and distinguishes you as a good leader.

Offer a flexible work schedule: this is one perk that can offer the most gain with the least pain. This might entail changing start or finish times or researching options to work remotely. Offering deserving employees some latitude and time for personal issues goes a long way in building trusting, mature working relationships.

Be an Employer of Choice: build a reputation for being a 'great' person or organisation to work with and for. Money isn't the only method of attracting and keeping the best employees!

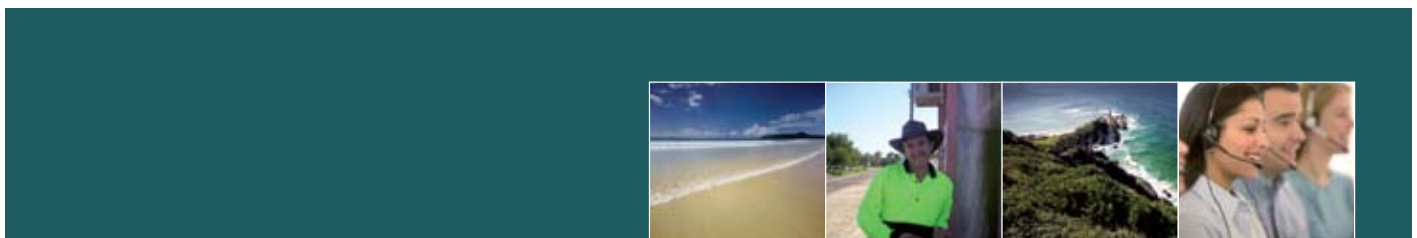
Allow them to lead: let employees have an opportunity to make decisions - taking the initiative at appropriate levels of responsibility.

Listen to them, when you respect their opinions they feel valued and more engaged and they will also value and respect you more as a leader.

Give feedback: Constructive and regular feedback is an effective and proven method to achieve excellent performance and address under performance. Frustration often results when performing employees see their underperforming co-workers actions go unaddressed, so preempt it.

Support a work/life balance: Work Life Balance means different things to different people - don't assume introducing a new policy will satisfy everyone... managing expectations about what can and cannot work is also important. People working whenever they want is not pragmatic, so be transparent about 'non-negotiable' working patterns to avoid misunderstanding.

High performing motivated employees are a key ingredient to a success, and so to achieve this is a necessity. Since 'necessity is indeed the mother of invention' ideas such as these will continue to evolve. Whilst this list is by no means exhaustive, why not commit to putting one or more of these into practice or come up with one of your own and see where it can lead?



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