

MINDSET MONTHLY

1 June 2015



Engaging employees

By Dr Lynda Wee

Today's employees are more diverse than ever before. How do you engage them? As a leader, you need to unleash your employees' full potential. Here are 5 ways to engage them:

1. Make your employees feel valued and challenged

Spend time with them. Show your care. Your employees want to be trusted and be given the freedom to explore and learn. They want to be valued for the independent decisions that they can make and the impact they can create. Those who are keen to stretch themselves should be given more opportunity to accelerate. Have confidence in them. They become most engaged when they feel a sense of responsibility towards you and the example their performance sets for others.

2. Allow your employees to be their authentic selves

You may unknowingly create

tension when you expect your employees to behave like you do instead of what they really are. When you allow them to be their authentic selves and use their most natural skills, they do not feel confined to an environment of constraints. Leverage on their strengths and unique perspectives.

3. Identify their most positive capabilities

Stop being overly critical of what your employees are saying or not doing rightly. Instead, focus your leadership lens to identify what they enjoy contributing the most. Develop a plan that utilises their most positive capabilities to create the outcomes that you desire, while giving them the flexibility to explore and flourish. Put them in situations that will build their confidence and strengthen their self-trust. Empower them. Let go, step back,

observe and intervene only when they need you.

4. Share and celebrate success together

Share your success with your employees so that they can experience the reward. The gesture also makes them feel an important part of your accomplishments. This builds trust that drives engagement.

5. Look after your employees' interest

Do not play mind-games and be an inconsistent leader. This would make employees feel vulnerable and anxious. Instead, look after their interests whilst still supporting the company's goals.

If you do not engage your employees, you would have forfeited your leadership. Jumpstart your employee engagement initiatives with these five ways today!

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