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New Year's Resolutions

HR Management – it is that easy to motivate and inspire your employees

Motivated employees are the most important assets of any organization. They propel your company forward by positively influencing your business results. As a manager or supervisor, your impact on employee motivation is immeasurable. You can make their day or break their day. Other than the decisions individuals make on their own about liking their work, you are the most powerful factor in employee motivation and company culture.

You can make their day: Eight tips for the leader about employee motivation

1. Treat every employee as a distinct individual!

Engaging employees on a one-on-one basis can lay the groundwork for not only a great work relationship but also a positive personal relationship as well. By encouraging and supporting their individual strengths and preferences you will motivate your employees to achieve their best.

2. Be fair and polite!

Avoid treating your employees harshly. Lack of fairness, rudeness or playing favorites can make employees feel resentful or angry. Employee motivation requires kindness and a sense of justice from management.

3. Be less formal!

With politeness and a little joke here and there, your employees begin to see you as a person, not just as “the boss”. With a smile on your face you communicate a positive “can do” mentality to your staff.

4. Stay in contact with your employees!

Walk around your workplace and greet people. Management by Walking Around (MBWO) really does work. Say “hello”. Share the goals and expectations for the day. It starts with you. You can make their day.

5. Encourage your people!

A word of encouragement or praise can go a long way toward making an employee feel appreciated and valued. Keep your work environment exciting. Leave room for entrepreneurship and failure. Employees who are allowed the initiative to explore new challenges will be much more effective.

6. Take interest in the personal well being of your employees!

Show them that they can trust you to look out for their best interests. By demonstrating sympathy you signal them how valued they are.

7. Show respect and give positive feedback!

Show respect and appreciation for the work of your employees. Provide them with a system of rewards for outstanding work performance. With words of encouragement or praise you, as their leader, telegraph your opinion of their value to the people you employ.

8. Be positive!

Start the day right. Smile. Walk tall and confidently. Let your people know that today is going to be a great day. It starts with you. You can make their day.

Be an enthused leader. Ignite the fire of motivation within your employees. Once your people are motivated to achieve their best performance, your workplace will be more than likely become a harmonious and productive environment.

Enthusiasm is infectious.

MFB Resultants – We Create Results.

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