

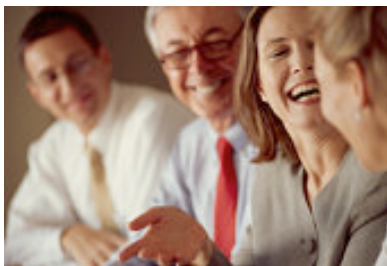
Inspiring Workplaces



By James Holden

Feel the Passion

Have you come across some companies and think, I'd love to work there or just as passionately, I'd hate to work there: It's not always easy to put your finger on exactly why you feel this, there's just something about the vibe of these places.



Research from the United Kingdom's Chartered Institute of Personnel and Development should come as no great surprise: 'Happy and en-

gaged employees perform better than others, are more likely to recommend their organisation to others, take less sick leave and are less likely to quit.

If you're looking for evidence that this really works, look no further. Research examining relationships between line managers and their teams looked at the impact positive that and negative comments have on performance: The results speak for themselves.

High Performing business units had an average of almost six positive comments to every negative one,

whilst Low Performing units had an average of three negative comments to every positive one. [Fredrickson & Losada]

Kevin Money, associate professor at Henley Management College (UK) says '...everyone experiences emotions at work, so the challenge for employers is to get their people to think more positively. Focusing on negative things at work leave us feeling negative. 'If employers want to engage and motivate their staff and improve performance they should focus more attention on what people are doing well. It is up to those at the top to create a positive culture where employees take time out to reflect and share experiences in terms of what is working well and why.'



This has been the approach taken by Microsoft (UK) where well-being strategy is an important part of their culture. Lucy Bolton,

‘Happy and engaged employees perform better than others’

of Microsoft’s Enterprise HR says it ‘help[s] to reflect our image and reputation as an employer of choice, whilst simultaneously improving employee engagement and reducing absence and work-related stress.

‘Organisations realise the link between happy, healthy staff and long-term success’ says Nic Marks, of The New Economics Foundations.

‘Feeling good at work is not only a signal of good functioning, but will actually enhance an organisation’s performance.

If Jobs aren’t challenging or interesting enough this will be reflected in lack of commitment, under-performance and quitting.’

‘It is up to those at the top to create a positive culture’



Whether you believe this is a load of positive psycho-babble or just plain commonsense: Leadership is about showing your team that you really care. That means

caring about them, their career and the success they create. Conversely, picking away at people only serves to undermine people’s confidence and self-esteem. Organisations that provide positive feedback to their staff and incorporate success stories inspire and stretch their people on to greater happiness and performance.

Creating Inspiring Workplaces

Fuel the Fire and Ignite your people’s Passion to be Great



If you would like information on our ‘Positive Learning’ Feedback methodologies or if you want an inspiring workplace, where people

your people are passionate about what they do and love coming to work each day please contact us on:

(612) 9949 9996

We will be pleased to lend a helping hand.



James Holden is our Chief Revolutionary when it comes to inspiring workplaces.