

EXPECTED SUCCESS

People who are committed to their goals generally believe in their own ability to achieve success. In some instances, belief in your own ability is not enough, it will also take the encouragement, belief and support from management. The key is in a high belief of expected success. Team leaders can foster these expectations by training employees in how to achieve these milestones. An individual who lacks self-belief or lacks the expertise to achieve the expected success is less likely to feel committed to a goal or target.

Knowledge to exceed expectations - Some questions to ask yourself:

Have you ever-addressed self-development programs for employees?

Do you foster coaching sessions for team members?

Do you practice the much-proclaimed exercise of visualisation?

Have you ever actively tried to encourage your staff to attend seminars?

Do you support your team members in their efforts to further their education?

Do you promote role-playing exercises?

If the general answer is no, then we would encourage you to reassess the way in which you contribute to your most important asset in the business - your people.

The above exercises are all practices that will contribute to the team member's belief in their ability. Since "information is power", why not empower your team to succeed? Your subordinates will respect and feel inspired by a leader who is covertly investing in the success of his/her business and overtly investing in the careers of his/her team member.

An inspired team is less likely to abandon ship when it hits an iceberg. They are more likely to stay and contribute to the ship's survival.



Involvement in goal setting - be it a business or marketing plan, a sales budget, a production quota, or even an expected work behaviour, in order to engender a higher level of commitment it is necessary to involve the individual in the implementation process. Sometimes involving all of the people who are part of these tasks is virtually impossible. In this case, it is important for your people to have a clear understanding of why you have taken that particular avenue or set particular goals, otherwise the level of commitment is in jeopardy.

The importance of effective communication channels in business cannot be underestimated.

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