

Methods to Get Your Team to Follow Your Lead



At some point in your career you've either managed or been part of a team where there was a noticeable disconnect between the person at the top and everyone else. Sure, objectives and responsibilities were explicit, but when it came to getting things done and maximizing productivity, it was a constant struggle. Any number of factors can cause a team to not function at its best, but employee engagement is almost always part of the problem. So, if you're struggling to get the results you want from your team or feel like you're struggling to get everyone on the same page, read on.

It Starts with You

If you want to get the most out of everyone on your team, you need to show them that you're 100% invested. Sure, you've got your own set of responsibilities, but you have to demonstrate that you're not afraid to get your hands dirty too. Whether that means carving out time every week to help with the more menial activities or just checking in with folks on an individual basis, the people you manage need to see you as one of them.

Never Lose Sight of the Bigger Picture

When work becomes repetitive and the members of your team focus are just getting through the day, you're headed for trouble. Before you know it, productivity begins to slide along with the quality of work being done. All of sudden, doing the bare minimum becomes arduous and it's all you can do to meet

deadlines and basic operating goals.

This is why it's important that everyone on your team feels like they are working for something bigger than themselves. When you're able to connect day-to-day tasks with a grander plan, your team members take pride in their work and become more productive as a result. Even though it might not happen overnight, there are plenty of ways to motivate your employees to get behind your mission. Bonuses, paid time off and team bonding activities are just a few.

Make Collaborative Decisions

You have the final say when it comes to making big decisions. But if you want to get the most out of your team, their input needs to be considered before you make a final call. When people feel like they're empowered to share their thoughts and ideas, they automatically become more invested in the process. While your meetings with managers and higher-ups aren't going anywhere, regularly scheduling all hands-on deck meetings with your team fosters an environment of inclusion. And the best part is you'll often find that some of the best and brightest ideas come from the folks that are in the trenches on a daily basis.

Recognize Strengths and Delegate

No one wants to work for a boss that feels like they have to do everything themselves in order to get things done right. That's why recognizing people's strengths and delegating responsibilities accordingly is so powerful. Do you have an entry-level employee whose attention to details is impeccable? Great, charge them with reviewing documents or procedures and follow up communication with those involved. Not only will you have more time to focus your attention in other areas, you'll make that team member feel valued as well.

Make Your Strategy Visual

Everyone has different learning styles. Some people need to learn by doing while others just want a set of directions. There's no underestimating the power of seeing something in action, however. That's why video has become so prevalent in the workplace. When people are able to see what success looks like with their own eyes, it becomes cemented in their minds. Seeing is believing and when

you're able to make your words come to life, your ability to lead and influence grows exponentially.

In order for your team to reach its full potential, it's paramount that they follow your lead. If you're the type of leader that spends all day in his office shouting orders and circulating company memos, you don't stand on a chance. On the flip side, if you make a conscious effort to lead by example, give people the freedom to utilize their strengths and involve them in the decision-making process, your team can become an unstoppable force capable of achieving the kinds of results you've only dreamed of.

How-To Be An Inspiring Leader



All business leaders know that it can be very frustrating when your employees are not engaged. Work quality decreases and the team operates less cohesively. Sometimes, the problem is that your employees are uninspired. Evaluate your leadership habits to determine if you can create an inspirational workplace.

Reward Employees

Rewards aren't just for dogs and children! Make your employees feel important by rewarding them accordingly.

For example, create contests in the office for ideas on cost reductions or

streamlining a process. Whoever wins gets a bonus. See more examples of company rewards in 20 Techniques for Acknowledging Your Employee's Good Work.

Focus on the “Why” Rather than the “What”

Have you ever been handed off a task without knowing why? This can be frustrating when you have piles of work to finish.

Do not just send an email to your employee asking to complete a task by the following day. Explain to your employee why the task needs to be completed.

For example, there could be a productivity problem within the company. The task is the first step to a new system to increase productivity by 25%. When your employee understands why they are completing the task, they will feel happier about getting the job done.

Provide Training Opportunities

Most people start new jobs with hope of a better career. However, employees can lose motivation and get stuck in the same position for years.

Keep your employees inspired by providing training opportunities. If you have the budget, industry specific conferences are held throughout the country. Sending employees is an educational opportunity to improve job skills and inspire creativity.

Be a Role Model

Have you ever heard the phrase “practice what you preach”? In business leadership, this can refer to job performance. If you want your employees to show up on time and complete their work thoroughly than you must do the same.

Encourage Participation

Lack of participation can be a major problem at work. Your company could lack valuable innovation that makes a business unique. Eventually, you need to replace employees that do not contribute to the team.

Firing your employees should never be the first step! Replacing an employee is time consuming and expensive. Make sure that you are giving your employees a reason to participate.

How-To Encourage Participation at Work

- Offer Rewards
- Keep Participation Sessions Brief
- Inform Employees of the “Why”
- Create a respectful environment where all ideas are welcome